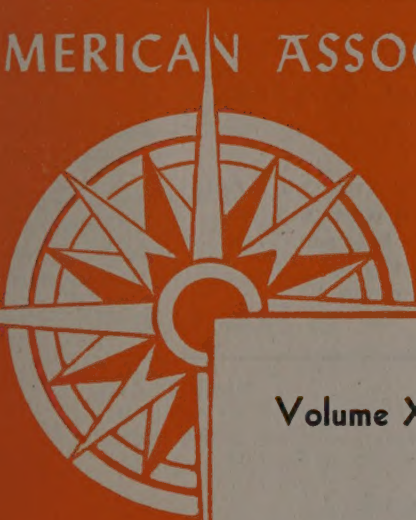


# THE COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS



Volume XXV

April 1944

Number 4

SCHOOL OF SOCIAL WORK  
University of Illinois  
Navy Pier, CHICAGO

## DELEGATE CONFERENCE NUMBER

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# THE COMPASS

VOL. XXV

APRIL 1944

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## PUBLICATION OF THE AMERICAN ASSOCIATION OF SOCIAL WORKERS

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### CONTENTS

Delegate Conference Program	
Platform on Public Social Services.....	5
Principles on Foreign Relief and Rehabilitation.....	9
Student Membership Plan.....	12
Rehabilitation of Handicapped Persons.....	14
Progress Report—Subcommittee on Medical Care.....	17
Atlantic City Conference and UNRRA Program.....	20
To Social Workers: A Call to Action.....	25
Report of National Nominating Committee.....	29
Slate for 1944 Elections.....	31

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# 1944 DELEGATE CONFERENCE MAY 19, 20 AND 21, HOTEL CLEVELAND, CLEVELAND, OHIO

## THE ORGANIZATION AND PLANNING OF SOCIAL SERVICES IN WAR AND POSTWAR PERIODS

PRESIDING: **Grace L. Coyle**, President

THE National Board approved the following tentative agenda for the 1944 Delegate Conference. This agenda is subject to revision by the Board prior to the conference, and may be revised further by the conference itself. At this time, however, the agenda includes all of the proposals which the Board is recommending for membership action at the Delegate Conference.

*Registration* will be open at 9 a. m., Friday, May 19. Delegates, Alternates and Observers are required to register and to have credential cards, which should be secured from chapter chairmen prior to the conference. Credential cards must be presented at the beginning of each session of the conference.

### FRIDAY, MAY 19

10:00 A.M. to 12:30 P.M.—Morning Session

Call to Order

Adoption of Proposed Rules of Order and Procedure for Conference

Adoption of Proposed Agenda

Statement by the President, and report on National Board Actions

2:00 P.M. to 5:00 P.M.—Afternoon Session

Recommendations on revisions in AASW Platform on the Public Social Services  
in regard to Social Security

Progress report on Medical Care

8:00 P.M. to 10:00 P.M.—Evening Session

Discussion of Full Employment

Speaker and discussants to be announced later

### SATURDAY, MAY 20

9:30 A.M. to 12:30 P.M.—Morning Session

Recommendations on Platform Statement re Principles of Foreign Relief and  
Rehabilitation

Progress reports on Vocational Rehabilitation and Services to Youth

2:00 P.M. to 5:00 P.M.—Afternoon Session

Recommendation on bylaw provision for a Student Membership Classification

Report of Wartime Committee on Personnel in the Social Services

### SUNDAY, MAY 21

9:30 A.M. to 12:30 P.M.

Report by Executive Secretary

Discussion of chapter national relationships

Presentation of Delegate Conference Resolutions

This issue contains proposals which the National Board is presenting for discussion and action at the 1944 Delegate Conference. These proposals include:

Revisions in AASW Platform on the Public Social Services

Statement of Principles on Foreign Relief and Rehabilitation.

Bylaw amendment establishing a Student Membership Classification



## PROPOSED RULES OF ORDER

1. That Robert's *Rules of Order* be adopted as governing the Conference, except in so far as any rule adopted by the Conference may differ from and therefore supersede these rules of order.
2. That the first order of business be the adoption of the agenda for the program of the Conference.
3. That the President be charged to rule as out of order any proposals not specifically related to the official agenda except as provided for below in rules 5 and 6.
4. That the outlined program of sessions shall be carried out according to schedule so that the various subjects will be assured of time proposed; and that the President as the general presiding officer of the Conference has authority to bring to a close any program running beyond its scheduled time. The Conference may appeal over the decision of the President and any such appeal shall require a two-thirds vote of the Conference.
5. That to be considered by the Conference, all resolutions and motions regarding new business shall be presented to the Conference in writing on the first day of its meeting. Such proposals shall then be referred to the appropriate standing committees of the Association for consideration and formulation of recommendations for Conference action. The Executive Committee of the Board shall review as defined herein any proposals which do not relate to the assignments of standing committees.
6. That no final action should be taken by the Delegate Conference on any proposals which in the judgment of the Delegate Conference affect the rights of the entire membership, unless the proposals for such action have been submitted to the membership for discussion at least 60 days prior to the Conference.
7. That since the primary purpose of the Delegate Conference is to arrive at decisions based upon Conference discussion, the Delegate Conference consider that delegates are free to act upon the basis of such discussion after presenting previously expressed chapter opinions.
8. That Delegates only have voting privileges in the Conference. Alternates, members of the National Board and members of national committees who are not delegates are entitled to the privileges of the floor.
9. That each chapter shall be responsible for listing with the Conference Secretary the names of authorized delegate or delegates, and be responsible for making known to the Conference Secretary any substitution of alternates for delegates prior to the opening of each session. Only those appearing as registered delegates at the beginning of each session shall be entitled to vote.
10. That no delegate shall cast more than one delegate vote on any motion, either representing more than one delegate from a single chapter or representing more than one chapter.
11. That a chapter may designate any member of the Association to represent it at the Conference provided that the member so designated is not already a representative of another chapter.
12. That each discussant on securing the floor give his name and chapter for the record.
13. That each member be permitted to speak not more than five minutes on any one question, this time limit being subject to extension at the discretion of the chair or by vote of the Conference.



## *The Program*

### REVISIONS IN THE AASW PLATFORM ON PUBLIC SOCIAL SERVICES<sup>1</sup>

**Introduction:** The proposals on the revisions of the AASW Platform on the Public Social Services are based on a report made to the National Board by the Committee on Organization and Planning of Social Services in the War and Postwar Periods. Subcommittees of the national Committee on Organization and Planning were given specific assignments to study recent developments in particular subject areas and to recommend changes or additions to the AASW platform. A major part of the revised statement was based on the study by the Subcommittee on Social Security.

All of the areas covered in the 1941 platform could not be studied in sufficient detail by the Committee on Organization and Planning so that recommendations could be made to the Delegate Conference. No recommendations for revisions have been made in the sections on Work, Housing, Recreation and Personnel. A revision of the section on Medical Care is recommended for consideration and action, even though specific recommendations to implement the objective stated in this section cannot be presented because work in this area has not been completed. A further report embodying these recommendations will be made available to chapters to be used as a basis for discussion at the 1944 Delegate Conference and possible action at future conferences. A new section

on Vocational Rehabilitation is included because of current developments. This area is also being studied further and additional material for discussion at the Conference will be sent to chapters. A progress report from the Subcommittee on Services to Youth will be available for discussion at the Conference, although it is not possible to present specific proposals for consideration and action. A Subcommittee on Full Employment is being organized but will not be prepared to report to the Delegate Conference. Because of the importance of this topic, however, it is planned to invite a speaker to discuss it at one session of the Conference.

Among the recent developments which have a bearing on some of the proposals on social security programs has been the modification of the Social Security Act embodied in the Wagner-Murray-Dingell Bill which has been receiving consideration by Congress. Material on the bill has already been distributed to chapters with the view that it might be helpful in giving the membership a more complete picture of current developments in this area. Additional material will be distributed by the subcommittees prior to the Conference.

The National Board recommends to the 1944 Delegate Conference the adoption of the proposed revisions in the AASW Platform on the Public Social Services as noted below.

### AASW Platform on the Public Social Services

(Revisions in the introduction are in italics. The principles contained in the revised platform are in the main applicable to social services in all administrative settings. It should be noted, however, that this platform is more specific in terms of the responsibilities of the federal government. Emphasis should here be given to the fact that the same principles apply to state and local governments, and that utilization of these principles in these areas affects in large measure the effec-

tiveness of their operation on the national level.)

The American Association of Social Workers believes in and supports the progressive development of public social services. Since the founding of this democracy, such services have been recognized as a proper function of government. They now constitute one of the most important aspects of the relation of government to its citizens in the life of our time.

These services will not have reached a desirable level of operation until practical

<sup>1</sup> THE COMPASS for August 1941 contains a copy of the platform as adopted by the Delegate Conference in 1941.



measures have been adopted which assure the economic, social and physical well-being of every person in the *United States*. This objective requires *national leadership and the combined resources and cooperation of all levels of government—federal, state and local*. It is the responsibility of the federal government to assure that the services are provided. *State and local governments should take advantage of federal provisions with appropriate implementation to assure benefits to all of their citizens.*

There are four major items in the development of public social services—(1) coverage and the degree to which the needs of the people are met; (2) program—or devices and methods utilized *either to prevent or to meet* these needs; (3) *organization* and administration—to carry out the responsibility accepted; (4) personnel—the instrument through which the purposes and designs of the services are carried. On each of these concerns social work experience leads the Association to support the propositions there outlined.

## PRINCIPLES

### I. Coverage

(No revisions in this section are proposed)

All persons regardless of race, creed, or any other condition, who are unable to secure suitable employment or whose resources fall below a level sufficient to maintain them and their families in health, decency and socially acceptable activity are a proper charge upon public resources.

### II. Program

**Work** (The only revision in this section is the elimination of the words "who are not disabled" at the end of the first paragraph.)

Work under wholesome conditions and at wages sufficient to assure maintenance for the worker and his normal dependents should be available to all.

To the degree that private industry cannot provide such opportunities, government should provide them.

Work under public auspices should be provided to employ as many persons as can be absorbed in socially useful projects, which utilize the skills and abilities of unemployed persons. Such employment should be available to an unemployed person for such periods of time as appropriate work in private enterprise is unavailable

to him. Wholesome conditions and protections should be assured for workers on public projects. Payment for work done on public projects should be the union scale of wages, where such scales have been developed, and should not fall below the minimum standards set by law for the protection of private employment.

Tests of individual needs other than evidence of lack of other employment opportunity are inconsistent with the concept of work outlined above. A work program should be distinct and separate from a program for relief.

A work program is not in itself a training program and should be distinguished from necessary efforts in this direction. Therefore, public projects for young persons and those occupationally displaced should be primarily directed to promote training or retraining in suitable occupations.

**Employment Service** (In addition to revisions in this section, which are underlined, the position of the section is changed so that it will follow the section on "Work".)

A national employment service under public auspices is essential for the guidance and distribution of the labor supply in relation to the requirements of the labor market. Such service, *federally administered and available on a nation-wide basis*, is necessary to aid in providing data on the extent of available work at any given time. It is a vital link not only between employment opportunities and the need for work, but also between this and the various other programs of government, *such as public works, public assistance and social insurance*. Unless the availability of employment openings and the capacities of persons seeking work are continuously and competently related to one another, work will be denied to persons who could be effectively employed, and assistance or insurance granted unnecessarily.

*The development of an adequate program of vocational guidance is a necessary part of an effective employment service.*

**Vocational Rehabilitation** (This section is entirely new, and is being included because of current developments. This area is being studied further and additional material for discussion at the conference will be sent to chapters.)



Under public auspices and integrated with employment service, social insurance provisions and other related services, there should be available to disabled persons all services necessary to render them capable of engaging in remunerative employment or to enable them to be more advantageously employed.

**Social Insurance** (This section has been extended to include specific proposals to emphasize the need for protection against all hazards and to extend coverage to groups not covered under our present statement. Specific proposals for federalization of unemployment compensation and the granting of wage credits for persons in the armed forces are also included.)

A unified comprehensive system of social insurance should be provided against loss of income because of old age, unemployment, illness, disability, injury at work, maternity, or death of the breadwinner, for the entire working population and their dependents.

*The system of social insurance should provide:*

1. Benefits of such an amount and for such a period as to provide reasonable security for the insured and his dependents and progressively to reduce the need for other measures.
2. A single administrative authority and a single and inclusive contribution from workers and employers, supplemented by contributions from the federal government.
3. Coverage for workers now omitted from benefits, such as agricultural and domestic workers, employees of non profit agencies and small establishments, government employees and the self-employed.
4. Federalization of unemployment compensation.
5. In unemployment compensation, a longer duration of benefits and inclusion of dependents benefits. Experience ratings should be eliminated and unfair disqualifications removed.
6. Wage credits in unemployment compensation and old age and survivors insurance for persons in the armed forces.

**Assistance** (This section has been revised, as indicated by italics, to bring the statement up-to-date in light of recent developments.)

*Public assistance should be supplementary and complementary to the primary security program of social insurance and should be available to meet the needs of all those unable in other ways to maintain for themselves and their dependents an adequate standard of living. This objective can best be accomplished by a unified public assistance program in which need is the only condition of eligibility, and for which there is adequate financial and administrative participation by at least the federal and state governments, utilizing the principle of variable grants-in-aid. Assistance measures should be:*

1. Broad enough in scope to provide for all needy persons *not covered or inadequately protected by social insurance*, regardless of the cause of their need, and regardless of race, creed, political affiliation, citizenship, or length and place of residence or any other arbitrary restriction on eligibility. Compulsive features of laws and rulings regarding family responsibility should be *eliminated with respect to eligibility for public assistance*.
2. Adequate to enable needy persons and their dependents to maintain acceptable standards of living and to prevent physical and social deterioration and breakdown of morale.
3. *Administered as a right under procedures that are fair, understandable and of such a nature as to provide responsible participation on the part of the beneficiaries.*
4. Designed to conserve the personal integrity and dignity of the persons in need and to assist them to return to self-maintenance wherever possible. *Assistance should be provided in the normal medium of exchange and should be an unconditional payment.*
5. *Free from restrictive ceilings on assistance payments.*

**Medical Care and Health Services** (The section on "Health Service" in the 1941 platform statement has been revised to cover medical care and health services. This revision is proposed even though specific recommendations to implement the objective stated in this



section cannot be presented, because work in this area has not been completed. A report embodying these further recommendations will be made available to chapters, to be used as a basis for discussion at the 1944 Delegate Conference and possible action at future conferences.)

Complete medical and health services are essential to individual well-being and to the welfare of the community and the nation. It is a basic responsibility of government, in co-operation with medical and health groups, to assure adequate and effective measures necessary to achieve this objective.

**Housing** (No revisions in this section are proposed because this area was not studied.)

Government should be responsible for providing or guaranteeing an adequate supply of safe, decent low rental housing for all groups who are not otherwise provided with adequate shelter.

**Recreation** (No revisions in this section are proposed because this area was not studied.)

Government should provide facilities and leadership for public recreation as one of the basic requirements of a well-rounded public welfare program. Activities under voluntary or commercial auspices should be regarded as complementary to governmental facilities and services.

### III. Organization and Administration

(This section has been completely revised. Many of the principles stated in the 1941 platform are covered by the revised statement. Other principles have been added and the form of presentation has been changed.)

Since it is the responsibility of the federal government to assure that needed public social services are available to every person in the United States, it follows that the national government has the responsibility for the setting of standards, the unification and equalization of resources available for providing such social services. In general the federal government can exercise its responsibility in three principal ways:

1. Through the direct administration of certain programs and services, utilizing mainly federal resources. For example,

services to veterans, old age and survivors insurance.

2. Through the exercise of standard setting powers granted under an arrangement which provides for a sharing of federal-state-local financial resources. For example, grants-in-aid programs for public assistance.
3. Through promotion of standards by the establishment of educational and demonstration projects within the framework of state or local units of government. For example, child welfare services under Title V of the Social Security Act.

Where government programs like those listed above, designed to meet the needs of individuals, require coordination into an effective administrative structure, the responsibility to find ways for such integration must rest with the federal government.

Governmental programs must be so organized that at all times the various parts should so fit together that lack of coverage by one program at any given time should be fully compensated for by others.

The allocation of administrative responsibility for the various programs between federal, state and local governments should be determined by reference to the capacity of the different governmental units for the exercise of specific financial, policy-forming, technical and routine administrative functions.

Permanent provision for adequate and orderly financial support should be assured by all governmental units participating in a program for the social services on the same basis as that provided for other normal responsibilities of government.

### IV. Personnel

The public interest demands that competent service be assured in the public social services in order that public funds shall be administered humanely, economically and effectively. Such service can be assured only through the recruitment, selection and tenure of the best equipped personnel in relation to the specific nature of each type of position. Professional functions should be performed by professionally qualified persons. A well administered merit system offers the only assurance of such personnel in the public service.



## STATEMENT OF PRINCIPLES ON FOREIGN RELIEF AND REHABILITATION

**Introduction:** The Statement of Principles on Foreign Relief and Rehabilitation is presented as a separate proposal for consideration and action, even though some of the principles included in the AASW Platform on the Public Social Services could be applied to this program. Recent developments in this area have brought out the fact that there is great concern about the question of the auspices under which a program of service is to be administered. Because of the importance of this question the Subcommittee on Foreign Relief and Rehabilitation has prepared a supplementary statement discussing principles under auspices in order that the membership might understand some of the thinking on which the proposed principles were based. As additional material in the area of foreign relief and rehabilitation becomes available it will be distributed to chapters prior to the Conference.

The National Board proposes to the 1944 Delegate Conference the adoption of the following statement:

The principles outlined in the AASW Platform on the Public Social Services are on the whole applicable to social services to be provided under international governmental auspices. An important consideration in the application of these principles would be that in the administration of social services it is necessary to observe the cultural background and the patterns of political organization which are acceptable to the people of the countries where the international foreign relief and rehabilitation program will be operated. The American Association of Social Workers is concerned with the principles which are to guide this international effort for the following reasons:

1. Appeals will be made to the American public for support of this program;
2. Members of our profession will be working in it, and
3. As a profession we have an obligation to make available to the first major extension into international social service the knowledge we have gained through our experience and professional education.

Since the program of foreign relief and rehabilitation is new, the following principles

are presented to emphasize some of the aspects of the program which are of concern to the Association.

### Auspices<sup>1</sup>

In accordance with the principle that basic social services are a recognized and proper function of government, the international foreign relief and rehabilitation program should be assumed to be a function of government.

The efforts of voluntary agencies should supplement rather than supplant the program of the governments.

Voluntary agencies desiring to cooperate in this way should be invited to participate if they accept the principles and agree to work under the banner of the whole undertaking.

The general principle that public funds can be safely administered only by public agencies should be consistently observed. When necessary, as for example where it is in accordance with the pattern of a particular government to make available subsidies of public funds or of supplies to voluntary agencies in its relief and rehabilitation program, care should be taken to establish necessary administrative supervisory and fiscal controls.

### Standards of Eligibility

Relief and welfare services should be granted with no discrimination because of race, religion, nationality, citizenship or political belief.

### Nature of the Program

Welfare services should be designed to help people to help themselves. They must also permit recipients to maintain their self-respect.

To prove truly rehabilitative, welfare services must be of sufficient diversity to meet the wide variety of needs.

Wherever possible constructive work opportunities and measures for self-help should be provided to permit those receiving relief to produce at least some of their own clothing and other requirements.

Social insurance institutions in each coun-

<sup>1</sup> Discussion material follows the Platform Statement.



try also offer a sound and permanent basis for constructive rehabilitation. Every effort should be taken, therefore, to rebuild and strengthen these systems wherever necessary. Aged, sick and disabled persons, widows and orphans, and unemployed individuals can be provided cash insurance payments through these institutions.

Welfare services must be carefully related to the customs, ways of life, and standards of living prevailing in the countries of operation.

Every effort should be made to preserve and strengthen normal social groupings.

As aids to adapting welfare measures to national and local needs it will be important in field operations to give national and local leaders a real voice in the framing of policies to be carried out.

### Personnel

Effective administration of a program of foreign relief and rehabilitation requires qualified welfare personnel. In the selection of an administrative staff, therefore, first consideration must be given to technical competence.

Second in importance only to technical competence is a sympathetic understanding

of the economic and social situation of the people among whom welfare work is to be done. Consideration must also be given to the selection of personnel having a knowledge and an appreciation of the normal customs and ways of life of the people among whom they work. Ability to speak the language of a people is, of course, to be desired but should be subordinated to technical competence.

A further consideration to be kept in mind in the selection of personnel is the ability to carry out responsibilities without favor, prejudice, or discrimination.

Personnel engaged as members of the staff of UNRRA must have an appreciation of the principles underlying the UNRRA program. Furthermore, since UNRRA is a truly international organization, its welfare staff should be comprised only of persons possessing an international viewpoint and willing—for the period of their employment by UNRRA—to dissociate themselves from any national interests or objectives which might conflict with their responsibility to the family of nations by which they are employed.

In order that welfare workers—whether employed by UNRRA, by other governmental agencies, or by voluntary organizations—may be adequately prepared for their exacting duties, the necessary training programs should be initiated immediately.

### Discussion Material on Auspices

Foreign relief and rehabilitation is a major public concern at the present time. The United Nations have taken an important step by establishing international machinery through which the task of bringing necessary aid to the distressed population in the liberated areas is to be carried on. The broad general welfare policies which are to guide the program were adopted at the meeting of the United Nations representatives held in Atlantic City in November 1943. The next important task facing UNRRA is that of building a staff and the proper administrative set-up which will be capable of translating these policies into action.

Establishment of UNRRA was an incapable necessity in view of the fact that the extent of need in the liberated areas will require the combined resources of the cooperating governments, and in view of the further fact that it is appropriate that needed relief should come in the name and under the auspices of the same forces that assured the liberated countries their freedom.

Inasmuch as experience in all parts of the world has demonstrated that only governments can command resources sufficient to extend to all sections of a country and to all groups within a country the welfare services they need, the AASW is pleased to note the adoption by UNRRA of the basic policy to do all in its power to help in the reestablishment of national governmental welfare agencies.

Welfare services thus rendered by governments afford to the people of a nation assurance that governments are indeed designed to serve people. Moreover, welfare services which, because they are aimed at meeting common human needs and because they represent the humanitarian concern of men for their less fortunate fellowmen, provide unsurpassed opportunities for the development of true practical democracy.

In addition to democratic gains to be realized through the strengthening and extension of public welfare services, such gains may be achieved through relief and rehabilitation services rendered by voluntary groups. Just



as the development of public welfare services may undergird political democracy, so also may welfare services, administered by voluntary groups, strengthen social democracy. In view of all that Nazi tyranny has deliberately attempted in the way of turning class against class, race against race, and nation against nation, it is all the more important that governments and peoples opposed to Nazism should make special effort to break down barriers between men and their fellowmen. No more effective way of doing this could be found, perhaps, than to encourage voluntary groups representing various national, religious, cultural or other groups to participate in the relief and rehabilitation of liberated areas. For this reason the AASW endorses the general UNRRA policy of welcoming the participation of voluntary agencies in its broad program of meeting need in distressed areas. The role of these agencies should be approved by and subordinated to the government of the country concerned and the work of the agencies should be properly coordinated with the total UNRRA program.

While recognizing clearly the many values to be realized through the relief and rehabilitation work of voluntary agencies the Association is aware of dangers involved if the respective roles of governmental and voluntary agencies are allowed to become confused. Experience in other countries, as well as in the United States, has shown, for example, that when governmental funds or resources for relief (or other public services, for that matter) are directed to voluntary agencies which distribute them, serious problems and difficulties are likely to arise. For example, the simple fact that some voluntary relief organization may actually give to beneficiaries relief benefits provided from the resources of government, may make it appear that the government is not meeting a fundamental responsibility which is incumbent upon any government that makes even a pretense of being responsible to the needs of the people—the responsibility for meeting human needs. When the government providing the resources also administers them, the fact that it is indeed meeting its responsibilities is made clear. Further problems likely to arise from the diversion of governmental resources to voluntary agencies include the difficulty of avoiding the appearance of giving governmental sanction to agencies whose religious, political or other beliefs the government should not seem to endorse; the difficulty of preventing the needless multiplication of agencies interested in securing for the enhancement of their own prestige, resources made available by govern-

ment; the problem of deferring unduly the development of necessary governmental agencies which alone can assure needed welfare services in every section of a country; the difficulty of preventing unscrupulous voluntary agencies from using governmental subsidies for the propagation of ideas or causes or for the expansion of organizations which may or may not have the support of the people taxed to provide the resources to be used; the difficulty of controlling—in the public interest—the expenditure of resources made available to voluntary agencies by governments. Long experience with difficulties like these have led to the widely held belief that the public interest is best served if resources made available for a particular purpose by governments are also administered by governments. For this reason it is to be hoped that while UNRRA may give to voluntary agencies ample opportunity to engage in relief and rehabilitation measures for which they have suitable personnel and sufficient resources, the resources of governments should not be directed to voluntary agencies but so far as possible should be utilized so as to make it clear that the governments concerned are indeed fulfilling responsibilities which are inescapable in any political democracy.

If for any reason it may not seem possible to observe the principle that governmental resources should be administered by the governments themselves, then there should be established certain safeguards whose merit is attested by past experiences. For example, governmental subventions should be limited to voluntary agencies meeting approved standards of operation and administration; should be granted only on a matching basis, and in amounts bearing a fixed proportion to resources provided by the voluntary agency itself; might well be made in steadily diminishing amounts to encourage the agency to become self-sustaining as quickly as possible; should be made contingent upon continued administration by voluntary agencies in accordance with plans and policies approved by the contributing government.

To protect the public interest it is important that there be continuous scrutiny and evaluation of the work of voluntary agencies receiving governmental subsidies. Only in this way can the many hazards arising from the granting of subventions be minimized. Only in this way, too, can there be a lessening of the danger that specific interest of voluntary agencies may conflict with the broad public purposes for which governmental resources are provided.



## BYLAW AMENDMENT ESTABLISHING A STUDENT MEMBERSHIP CLASSIFICATION

**Introduction:** The National Board approved the report of the National Membership Committee, which follows, in regard to adoption of a membership classification for graduate students in schools of social work.

The Board recommends to the 1944 Delegate Conference that the Association's bylaws be amended in accordance with the recommendations of the National Membership Committee.

### Report of National Membership Committee on Student Membership

The National Board, in October 1943, included in specific assignments to the National Membership Committee the question of a student membership classification. There is evidence that students are interested in the AASW and its activities, and the National Membership Committee believes that the opportunity to affiliate formally with the Association would be welcomed by the student group. There is value to the student in terms of his own professional development in contacts with and participation in AASW activities. There is value also to the Association in sharing in the viewpoint of those new in the profession. The committee therefore recommends that the bylaws of the Association be amended to include a class of membership for students in schools of social work.

The following points are among those considered by the National Membership Committee in arriving at a recommended bylaw:

1. Student Membership should be considered as a preliminary step toward either junior or full membership. Therefore the bylaw for Student Membership should be planned so that this type of membership leads directly to Junior or Full Membership as soon as the student leaves school.
2. Student Members should have the same privileges as other members, with the exception—which applies also now to Junior Membership—that only Full Members may hold office in the national Association.
3. Student Membership should be open to full time graduate students only.
4. Student Members would not be receiving salaries and therefore the dues should be nominal. The committee recommends annual dues of \$3.00, of which \$2.00 would be retained by the national Association and \$1.00 paid to the chapter.

*The committee recommends the following:*

- I. The amendment of Article IV, Section 2, of the bylaws, to include Student Membership as follows:

*Section 2.* There shall be three classes of membership: Member, Junior Member, and Student Member. Members, Junior Members, and Student Members shall be eligible to vote. Members only shall be eligible to hold office. . .

- II. The addition to Article IV of a new Section numbered 7, relating to admission of Student Members, their length of membership, and their classification, upon leaving school, as Junior Members or as Members.

*Section 7. Provisions for Student Membership.*

- (1) After October 1, 1944, full time graduate students in approved schools of social work may be admitted as follows:
  - a. Students who do not meet the requirements for Junior Membership or Membership on the basis of previous professional education and experience in social work may apply for Student Membership at the beginning of the second semester, or the third quarter of the first graduate year; or at any point thereafter prior to completion of two years of graduate work.
  - b. Students who meet the requirements for Junior Membership or Membership on the basis of previous professional education and experience in social work, may apply for Student Membership as soon as they are enrolled as full time students in approved graduate schools of social work;



or at any point thereafter prior to completion of two years of graduate work.

- (2) Students in two year graduate schools who become Student Members during the first year of graduate work may renew Student Membership during the second year. Otherwise Student Membership shall be limited to one year.
- (3) Student Members, upon leaving school, shall be classified as Junior Members, or as Members, in accordance with the requirements and

regulations in regard to these classes of membership.

- III. The amendment of the remaining sections of the bylaws to include changes made necessary by the amendment of Article IV, Section 2 and the addition of Section 7.

Other parts of the bylaws which would be amended by favorable action on the above are: Article VII, covering amounts of dues payments, and Article IX, which provides for meetings and votes of the membership and in which members are designated by class.

## *Changes of Address*

This month the AASW national office has initiated a new plan for handling changes of address. Printed forms in quadruplicate will be used henceforth for acknowledging all changes of address. A copy will be sent directly to the member, a copy to the chapter from which the member has moved, and a copy to the chapter where the member is now located. The fourth copy is for national office records.

From time to time members of the Association have expressed some concern about the assignment of chapter membership solely on the basis of current address. It should be pointed out that regulations about chapter membership come from the bylaws which were revised in 1935 to place on the national Association the obligation to collect chapter as well as national dues from all members who are "living and/or working" in the territory covered by a chapter. The main purpose for this bylaw change was to provide chapters with income for carrying on local programs, and chapters for the most part set up a budget based on expected income from the number of members in their areas. Exceptions can be made to the basic rule that a member's address determines his chapter affiliation but unless the national office is informed of the fact that a new address is temporary, or is for mailing purposes only, we have no way of knowing that a request to change an address in the national office does not also involve a change in chapter affiliation.

## *Special Meeting of Members*

The January issue of THE COMPASS carried a notice about a special meeting of members of the Association called for March 14 at 3 p.m. in the national office. The purpose of the meeting was to adopt the bylaws of the Association as the bylaws of the new corporation. The meeting was held as scheduled. Grace Coyle, President of the Association, was unable to be present and requested Joanna C. Colcord, a charter member of the AASW, to act as chairman of the meeting. The required number of proxies had been secured from members of the Association, appointing Joseph P. Anderson, Executive Secretary, as their proxy. The bylaws of the Association, revised only as required by the corporation laws of New York State, were adopted at the meeting.



## **Don Howard with UNRRA**

Don Howard, a member of the Nominating Committee and the Committee on Organization and Planning of the AASW, has moved to Washington where he is now in charge of research and statistics with the United Nations Relief and Rehabilitation Administration. Mr. Howard, as most Association members know, has been the Assistant Director of the Charity Organization Department with the Russell Sage Foundation.



## REHABILITATION OF HANDICAPPED PERSONS

Discussion material from the Subcommittee on Vocational Rehabilitation of which Harry M. Chester is chairman

THE Vocational Rehabilitation Amendments of 1943, approved by the President on July 6, 1943, provide the necessary framework within which a comprehensive peace-time as well as a war-time program of rehabilitation will be administered. The scope of services available to disabled persons now and after the war has been broadened to include any services necessary to render them capable of engaging in remunerative employment or to render them more advantageously employable. These include surgical or medical care, hospitalization, therapeutic treatment, artificial appliances, vocational guidance and training, maintenance during training, and placement in employment.

Other changes made by the new Amendments concern the groups of disabled individuals to be served and the methods of financing this Federal-State program. Mentally as well as physically disabled individuals are now eligible for rehabilitation. Specific provision has been made for the rehabilitation of the blind and war disabled civilians. The latter are defined to include members of the citizens defense corps, aircraft warning service, civil air patrol, and the merchant marine.

The fiscal provisions have been liberalized, with the old maximum of \$3½ million appropriation having been removed. Grants to the States may now be based on actual

requirements and the amount of State funds available for matching, rather than on the basis of population.

*In June of 1918 the federal government enacted a law providing for the vocational rehabilitation of veterans of the first World War. Two years later another law was passed providing for federal participation in state programs for the vocational rehabilitation of disabled citizens. Although this service was a forward step in the field of social welfare, services under the law were limited. In July 1943 a new law was enacted, greatly broadening the scope of federal participation in rehabilitation services to disabled citizens. The services available under the new law are explained in the accompanying extracts from an article prepared by Mr. Michael J. Shortley, Director of the Office of Vocational Rehabilitation of the Federal Security Agency. Further questions raised for discussion by the subcommittee on Vocational Rehabilitation are appended.*

Under the Amendments of 1943, the Federal Government will assume the entire cost of administration of State programs in contrast to the previous requirement of matching on a 50-50 basis. It will assume one-half of the cost of medical examinations, surgical and therapeutic treatment, hospitalization, prosthetic appliances, transportation, occupational tools and licenses, rehabilitation training and maintenance. The entire cost of these services will be assumed by the Federal Government in the case of war disabled civilians.

Sole responsibility for the administration, supervision and control of this program rests with the State Boards for Vocational Education. Where there is a State Commission or other Agency authorized to provide rehabilitation services to the blind, that Commission or Agency will

administer the part of the rehabilitation program pertaining to this group.

Responsibility for certification of Federal funds and establishing standards rests with the Federal Security Agency. Within this Agency, an Office of Vocational Rehabilitation has been created to discharge these Federal responsibilities. The basic condition to the certification of Federal funds is a State Plan of Vocational Rehabilitation approved



as meeting Federal requirements under the Act.

### The State Plan Reflects the Job to Be Done

A complete State Plan of Vocational Rehabilitation for a disabled individual is composed of nine integral factors, all of which operate to restore the individual's working and earning capacities. To meet the total needs of handicapped persons, a well-rounded program is being established to include the following services. Except where indicated, Federal reimbursement is not conditioned on the establishment of financial need.

#### 1. *Location of Persons in Need of Rehabilitation*

It is important to locate such cases as early as possible in order to minimize the disorganizing effects resulting from mental and emotional conflicts. The cooperation of all private and public health, welfare and other agencies and of individuals is necessary in locating disabled persons and in carrying out the steps involved in the successful completion of their rehabilitation.

#### 2. *Physical and Vocational Diagnoses*

As a basis for determining the individual's total rehabilitation needs, a medical diagnosis is required to establish the general health and medical history of the individual, including organic and functional conditions. The medical diagnosis and prognosis indicate the type and extent of medical or surgical care needed, and must be taken into consideration together with the vocational diagnosis. The latter consists of an analysis of the individual's intelligence, education, experience, interests, and aptitudes, as well as environmental and personality factors. In each case, a complete rehabilitation plan must be made with the disabled individual, based on the results of these diagnoses.

#### 3. *Vocational Guidance*

Guidance must be provided to relate the occupational capacities of the individual to the occupational opportunities of the community.

#### 4. *Medical, Surgical, and Prosthetic Services*

Medical and surgical services must be closely coordinated with vocational guidance, training, and other services required in the individual case. Type of training and work tolerance must be determined jointly by the physician or surgeon and

the guidance and training specialist. With the exception of war disabled civilians and civil employees of the United States disabled in the performance of their duties, the inability of the individual to pay for the needed medical services must be established before Federal reimbursement for the cost of these services is made.

#### 5. *Physical and Occupational Therapy and Psychiatric Services*

In some cases, the functions of impaired limbs must be restored before the individual can undertake vocational training or employment. Therapeutic services must be closely integrated with other preparatory services. Physically handicapped individuals whose minds have been distorted by the effects of their wounds or other cause, and those with mental and neurological disturbances require psychiatric care in addition to other services. Where such therapeutic and psychiatric services are parts of the medical or surgical treatments being rendered, inability to pay for these services must be established before Federal reimbursement can be made.

#### 6. *Vocational Training*

Those disabled persons whose impairments have incapacitated them for their normal occupations, or who have never had vocational experience, or whose skills have become obsolete due to changing industrial needs resulting from technological developments, require vocational training. The success of this phase of the rehabilitation process depends in large part on the degree to which the other services are closely coordinated with it. Specific training programs will have to be geared to the needs of disabled individuals as well as the labor needs of the community.

#### 7. *Financial Assistance*

Because of the fact that disablement comes more frequently to persons in the lower income groups, many handicapped persons will be in need of financial assistance to support themselves while they are undergoing training. Lack of such aid may jeopardize an otherwise promising rehabilitation plan, especially where the individual program may extend over a period of months. However, Federal reimbursement for the cost of maintenance during training is conditioned by the establishment of need in all cases.



### 8. *Placement in Employment*

Upon completion of preparation, the individual must be assisted in securing employment in accordance with his physical condition, qualifications, and temperament. Such placements are effected to safeguard handicapped workers and to assure proper utilization of their abilities and skills.

### 9. *Follow-Up on Performance in Employment*

Follow-up is needed to determine whether the handicapped worker was properly placed. Adjustments may be found necessary; medical follow-up may be needed; a prosthetic appliance may require adjustment; the individual may need supplementary training; or he may need some special assistance in adjusting himself to working with others.

Two objectives stand out in the implementation of this program. First, we must, in the present emergency, salvage disabled manpower to relieve the growing labor shortage. Second, with thousands of disabled individuals seeking employment in the post-war period, we must assure them proper facilities with which to prepare for and to secure employment. We must also prepare for the readjustment of handicapped workers who may be displaced by industry at the end of the war.

Stated in another way: Our objective is to seek out the handicapped persons of the Nation, determine by proper diagnosis their eligibility for and susceptibility to vocational rehabilitation, and make the services of this new program available to them.

It is estimated that there are now over one million handicapped persons who can be rehabilitated and that each year one hundred thousand more join this group.

### *Questions Raised by the Subcommittee*

*In its study of the subject, the subcommittee on vocational rehabilitation discussed a number of problems arising in the administration*

*of vocational rehabilitation services that are of interest to social workers. Some of these are:*

1. Would the vocationally handicapped be benefited by consolidating all tax-supported vocational rehabilitation services into a single system? The federal-state cooperative plan for vocational rehabilitation services to civilians not only permits such services to the blind to be administered by a separate agency but is further supplemented by a separate organization providing vocational rehabilitation services to war veterans.
2. Should employees in vocational rehabilitation services be governed by a merit system of personnel administration? The present law requires that written personnel policies be included in the administrative plan of various state organizations, but the employees do not enjoy the full benefits of merit system protection.
3. What services should be included in a vocational rehabilitation program? The present law provides for psychological and medical examinations, tuition, corrective surgery and therapeutic treatment, hospitalization, transportation, occupational licenses and customary occupational tools and equipment, prosthetic devices, and maintenance during training. Should other services such as aid to dependents during the training period and counselling services on personal problems be available in a rehabilitation program?
4. How can needed agency relationships best be developed? The law requires that the vocational rehabilitation program needs to be supplemented by the services of other agencies such as the U. S. Employment Service, workman's compensation organizations, public and private case work agencies, medical services, and others.
5. In what state agency can vocational rehabilitation services function most efficiently—education, welfare, labor, health, or other? Though the services of a vocational rehabilitation organization are educational in that the goal is to train a client to be better able to earn a living, its activities are also closely allied to the goals of welfare, labor, and health.
6. What are the criteria for the selection of cases suitable for vocational rehabilitation? Since all physical or mental disabilities are not necessarily vocational handicaps, criteria must be established for selecting eligible individuals.
7. What types of training are essential for rehabilitation agents? Should the emphasis in training be on educational methods, personnel work, social case work, health, vocational guidance, or on a combination of some or all of these?



## TOWARD AN AASW PLATFORM ON HEALTH AND MEDICAL SERVICES—A PROGRESS REPORT

By Rudolph T. Danstedt, Chairman, Subcommittee on Medical Care

THE provision for medical and hospitalization benefits in the Wagner-Murray-Dingell Bill was an important factor in the decision of the Association to set up a sub-committee on medical care, under the Committee on Organization and Planning of the Social Services. This committee was charged with an analysis of the bill and preparation of a set of principles embodying the Association's convictions on public health and medical care services. The sub-committee on medical care is composed of individuals skilled and experienced in community organization, social research, public welfare administration and medical social work. Although located in Pittsburgh, it has sought and is seeking advice and help from specialists in medical economics and administrators of medical services located in a variety of places.

The Association has manifested interest in a program for adequate medical care on various occasions, although this interest has never been recognized legislatively by the Association except for the following statement contained in the present AASW platform on the public social services. This statement, approved by the delegate body in 1941, reads:

Government should make available or guarantee adequate medical care and public health services for all persons who are not otherwise provided with such care or services.

At its recent meeting, the national board reviewed the 1941 statement and is now proposing to the delegate body the adoption of the following statement on medical care and health services:

Complete medical and health services are essential to individual well-being and to the welfare of the community and the nation. It is a basic responsibility of government, in cooperation with medical and health groups, to assure adequate and effective measures necessary to achieve this objective.

Neither of these statements can be construed as a chart for an area beset by many navigational hazards and a course is needed which will clearly set forth principles by which the Association can evaluate programs for health and medical services—immediately and specifically, of course, the Wagner-Murray-Dingell Bill. The sub-committee on

medical care has considered as its first charge the preparation of such principles and is now in the process of submitting these, together with comments upon the Wagner-Murray-Dingell Bill, to the Committee on Organization and Planning of the Social Services, from which, after review by the board of the Association, they will be made available to the delegate conference.

Although various monumental studies such as those of the committee on costs of medical care and the National Health Survey and our recent experience with selectees have demonstrated that a substantial part of our population does not get medical care sufficiently adequate to insure good health, there are sharp differences of opinion as to whether a comprehensive health and medical care service program available to everyone, regardless of ability to pay, is needed. Endorsement of the need for immediate action has been given by the Social Security Board, Congress of Industrial Organizations, American Federation of Labor, the National Lawyers Guild, Committee of Physicians for the Improvement of Medical Care and the Physicians Forum. All of these groups, except the Committee of Physicians for the Improvement of Medical Care, subscribe more or less unreservedly to a system of compulsory health insurance as exemplified in the Wagner-Murray-Dingell Bill. The Committee of Physicians believes that "a tax-supported system may be more equitable and more economical."

The opposition to present proposals for the extension of medical care to the mass of the population is represented primarily by the American Medical Association and the National Physicians Committee. The American Hospital Association hopes to make a compulsory hospital insurance plan unnecessary by increasing the tempo of enrollments and experimenting with methods for enrolling and accepting payment from self-employed persons, farmers, etc. Parenthetically, it may well be mentioned that regardless of what type of comprehensive scheme for medical care is constructed, many voluntary schemes for prepayment of medical care and hospitalization will continue in operation and will be organized to meet special and supple-



mentary requirements of medical care. It would be well worth any chapter's time to familiarize itself with the control, scope and adequacy of whatever voluntary prepayment arrangements are in effect in their community.

It seems pretty generally agreed that as long as the government carries basic responsibility for assuring adequate health and medical care services, the issues between the insurance or taxation approach are essentially matters of expediency and political strategy. The method of paying for medical care would not of itself affect the auspice under which medicine is practiced. On this Senator Wagner, in his comments on his compulsory insurance bill, promises that "The bill rests upon free initiative and private medical practice as it has been developing in the United States." The senator's assurances are apparently not enough, for the opposition to the bill describes it as "destroying the private practice of medicine."

#### Consumers' Concerns

Whatever the merits or demerits of a particular legislative program for medical care, there are questions that do and should concern consumers, physicians, hospital administrators and social workers. Any honest consideration of these questions must rest, however, upon a conviction that a healthy people is a nation's greatest asset and that to obtain and preserve good health, *all* of our people must have public health services, good medical care, sufficient and satisfactory food, shelter and clothing, useful and satisfying employment, opportunities for education and adventure—all of which go into making an adequate content of living.

Broadly and briefly, these questions can be classified as follows: What services shall be made available and who shall be eligible? How shall the quality of services be insured? How shall the services be administered? How shall they be financed? Obviously, this report can only touch each one of these questions lightly—actually give only a discussion outline—and suggest strongly reference to a vast and rich literature, some of which is listed in the appended bibliography.

Convictions as to the comprehensiveness of service and eligibility for them extend from complete facilities for prevention and care for everybody—to the Wagner Bill which excludes nursing service and dental care and gives approximately 85 per cent coverage—to limiting the services to the indigent and medically indigent. One group, the Com-

mittee on Physicians for the Improvement of Medical Care favors initial limitation on eligibility with a time schedule or experience dictating extension to other income groups.

The quality of medical care, of course, is a major responsibility of the medical profession. The traditional physician-patient relationship is an essential part in good medical care and must be safeguarded in any proposal for extension of services. The relationship of the physician to the medical agency, the method and schedule of payment for services, the procedures for certification of specialists, hospitals, and other facilities, the effect on medical education, are matters of significant concern to physicians and to the development of medical science and art. Finally and importantly, there is the question of the sort of channels available to the patient for obtaining a fair and adequate hearing on matters involving any of his individual rights in relation to medical care.

If government is to "assure adequate and effective measures" for complete medical and health services, it must administer these measures. Such measures must be and should be a concern of the national government if they are to be available to all the people who need them. The effectiveness of these measures will depend upon the kind and quality of the relationship of representatives from consumer and professional groups to the administrators at various levels of policy-determination and administration. How participation in the program of the groups most concerned is to be obtained at the federal, state and local levels is a matter of great importance. How present public health services and other governmental medical services can be utilized and integrated with medical care provisions is another matter of important significance.

The question of financing has been dealt with in part earlier in this report. The issue in this area lies between tax-supported medical care as a right and compulsory health insurance. If a health insurance plan were to provide for governmental participation—the Wagner plan makes such a provision for recipients of public assistance only—the regressive features of insurance on low-income groups would be compensated for.

Finally, after due consideration has been given to the elements important in a program for medical care, there is the simple fact that the Wagner-Murray-Dingell Bill is before us and affords us an opportunity to express our convictions as to the importance of expanding



now our present limited social security program so as to provide protection against the cost and losses caused by sickness.

The committee hopes that all chapters will

study the medical and hospital aspects of the Wagner-Murray-Dingell Bill and will welcome any reports of chapter activities in this area.

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## THE ATLANTIC CITY CONFERENCE AND THE UNRRA PROGRAM

A speech by Harry Greenstein, Deputy Director, Welfare Division, UNRRA, before the New York City Chapter, AASW, Tuesday, January 18, 1944. Mr. Greenstein, who has been in London since March 10, was secretary to the Welfare Committee of the UNRRA Conference in Atlantic City in November 1943

ON November 9, 1943, upon invitation of the United States government, delegates from 44 nations—representing approximately 80 per cent of the population of the world—met in the historic East Room of the White House and attached their signatures to the document setting up UNRRA.

On the day following the signing of the agreement, the delegates, their advisors and assistants arrived in Atlantic City, and for a period of three weeks settled down to the serious business of trying to solve a post-war relief and rehabilitation problem more vast, more complicated than the world has ever known. The sessions provided no startling headlines, no exciting news to compare with the news items from the battlefronts, yet the UNRRA conference did succeed in writing a significant chapter in the history of these stirring times.

The structure of UNRRA is comparatively simple. The policy making body is the council composed of one representative for each of the 44 United Nations and those associated with them in the war. It will meet not less than twice a year. The executive and administrative work of UNRRA is in the hands of a director general, elected by the council. Upon the director general rests the responsibility of preparing programs and emergency relief of civilian populations in liberated areas, of coordinating and arranging for the program and the assembling of the necessary supplies, and of arranging for the distribution and for the services required, and for the overall administration of the total program. In Atlantic City the council brought into being several important standing committees: a committee on supplies, a committee on financial control, and two regional committees—one for Europe, and one for the Far East. These, together with five technical standing committees will assist and

advise the director general on matters of policy. They are already functioning in this work.

The dining room of the Claridge Hotel in Atlantic City, where the conference met, resembled the cross-roads of the world; and those of us who participated in the conference had an unusual and rare experience which we will not soon forget. Delegates came from all parts of the world. There were representatives from Ethiopia, from Iceland, from the Scandinavian countries, from the Balkans, from Egypt, from China, from Australia, and from all the Latin American countries except Argentina. The representative of the Soviet Union flew 10,000 miles from Moscow to participate.

Reports presented by the delegates during the course of the conference related in tragic detail the widespread suffering and distress in the war-ravaged areas. Hunger and disease are the two central problems in all the occupied countries. Typhus is widespread in eastern Europe. Malaria is highly epidemic in the southeastern part. Tuberculosis has increased on the continent from 50 per cent to 200 per cent. Dr. Thomas Parran, Surgeon General of the United States, in a report to the Conference stated "pregnancy has become a virtual sentence of death because food is inadequate to support life for mother and unborn child." Professor Andre Mayer pointed out in the French report that life expectancy in France has fallen by 10 years, that half of the Frenchmen between 20 and 40 who die are victims of T. B. The Polish, the Greek, and the Chinese reports indicated that millions are undernourished and dying of slow starvation. The number of human beings uprooted and rendered homeless by the European war alone was put at 20 to 30 million.

### Recommendations Adopted

It was with this type of data before them that the delegates met to consider the unparalleled problems of relief and rehabilitation which will have to be met. Many important resolutions were adopted. Here are merely a few of the more significant recommendations:

1. The scope of UNRRA was limited to relief and rehabilitation narrowly defined, and a distinct line was drawn between immediate needs and long-range economic reconstruction.

2. The exact geographic areas in which UNRRA will operate will be determined by the director general in the light of policies laid down from time to time by the council after consultation with, and with the consent of, the government or authority, military or civil, which exercises administrative authority in the area.

3. The specific types of areas in which UNRRA may undertake operations are:

a. Liberated areas in which a government or recognized national authority does not yet exercise administrative control;

b. Liberated areas in which a government or recognized national authority exercises administrative authority;

c. Enemy and ex-enemy areas;

d. Other areas in which UNRRA should carry on activities in order to perform the tasks laid upon it in the agreement.

4. With respect to enemy or ex-enemy areas, UNRRA will carry on operations for such a time and for such purposes as may be agreed upon between the military command, the established control authority, or the duly recognized administration of the area; and these operations shall be subject to such control as the military command or the established control authority may find necessary, with the additional qualification that the council of UNRRA must also approve the scale and the nature of the operations to be undertaken; also, that all expenses connected with operations in an enemy or ex-enemy area must be paid for by the enemy countries concerned and all food surplus must be given up.

In this connection it is also important to point out that UNRRA will not carry on relief and rehabilitation operations in

neutral countries and relief and rehabilitation will be confined in a large measure to the war-ravaged liberated areas. It was because of this restriction that the council reluctantly decided, in Atlantic City, that it could not provide relief to famine stricken India.

5. The estimated cost to UNRRA for the first year of operation will be from two to two and one-half billion dollars. Each country not in itself a battlefield will contribute, where possible, one per cent of its national income. This would place the cost to the United States at approximately \$1,350,000,000. All appropriations to be made by member nations must, of course, be approved by their respective governments.

6. Nations which have gold and foreign exchange will pay for their supplies; but the richer countries will not be permitted to buy up short supplies that are needed for immediate relief for the poorer countries. It is anticipated, for example, that France, Belgium, Holland, the Soviet Union, and some of the Scandinavian countries will pay for all relief and supplies provided by UNRRA, and by the same token will, in all likelihood, operate their own relief programs through their own governmental and non-governmental agencies.

7. In the distribution of relief there is to be no discrimination because of race, religion, color, creed, or political belief; and a firm stand will be taken against the use of food and supplies as a political weapon.

8. Every effort will be made to help countries to help themselves as rapidly and as completely as possible.

9. UNRRA will assume the responsibility of coordinating, administering, and arranging for the orderly return to their homes of prisoners, exiles, and other displaced persons.

### Participation of Voluntary Agencies

The council also went on record indicating its desire "to enlist the cooperation and to seek the participation of appropriate foreign voluntary relief agencies to the extent that they can be effectively utilized in relief activities for which they have special competence and resources, subject to the regulation of the director general and in consultation with the respective governments."

This is a particularly important provision as the UNRRA agreement provides that no



foreign voluntary relief agency can operate in liberated territories without the consent of and subject to the regulation of the director general. UNRRA will certainly want to use the strength and the experience which non-governmental relief agencies can undoubtedly bring to the task ahead. While UNRRA will encourage responsible agencies, by the same token it will want to discourage those agencies from operating abroad which have neither the competence and the resources, and whose activities may involve duplication of effort.

Those of us in Washington who have been given some responsibility in this matter are now trying to think through some of the problems involved. Here are just a few of the questions which have been raised:

1. How should foreign voluntary relief agencies be defined?
2. What should be the relationship of foreign voluntary relief agencies to national and local governments?
3. What should be the relationship of foreign voluntary relief agencies to the national and local voluntary relief agencies in the countries of operation?
4. What criteria should be used for the approval of these agencies by UNRRA?
5. What should be the relationship of UNRRA to the President's War Relief Control Board in the United States, the British Council of Voluntary Societies and other similar groups abroad?
6. What methods of supervision and co-ordination should be employed?

Private agencies have a real stake in the program and we are now trying to develop a partnership of interest which will conserve all of the values involved.

#### Report of Subcommittee on Welfare

And now I should like to outline to you briefly some of the other recommendations of the subcommittee on welfare which were approved by the council in Atlantic City. It was my privilege to act as secretary of this subcommittee. The chairman was Jan Kwapinski, Deputy Prime Minister of Poland. The rapporteur was Viscount Alain du Parc of Belgium. The chairman could speak no English. I, of course, knew no Polish. In spite of this, however, we got along very well due to the invaluable assistance of the personal secretary of the chairman, formerly Warsaw correspondent of the *New York Times*, who acted as interpreter. I shall not attempt to read to you in full the report of

the subcommittee on welfare, but the following paragraphs, I believe, will be of interest to you:

Welfare services should be designed to help people to help themselves. They must also permit recipients to maintain their self-respect.

To prove truly rehabilitative, welfare services must be of sufficient diversity to meet the wide variety of needs. For example, provision for medicine as well as food, provision for tools to a needy workman, or seed and equipment to a farmer who cannot secure them otherwise, may all help people to become self-supporting. Failure to provide needy persons with those essential services, on the other hand, may prolong the necessity for reliance upon relief measures.

Wherever possible constructive work opportunities and measures for self-help should be provided to permit those receiving relief to produce at least some of their own clothing and other requirements.

Social insurance institutions in each country also offer a sound and permanent basis for constructive rehabilitation. Every effort should be taken, therefore, to rebuild and strengthen these systems wherever necessary. Aged, sick and disabled persons, widows and orphans and unemployed individuals can be provided cash insurance payments through these institutions. In this way beneficiaries will be enabled to purchase their own requirements through regular channels thus expediting the return to a normal way of life.

There are also somewhat more extensive programs that will be needed. These include aid to broken families to help breadwinners and dependents to reunite; vocational training or retraining of workers young or old, injured or disabled, or workers temporarily or permanently displaced.

Still another cardinal principle to be observed is that welfare services must be carefully related to the customs, ways of life, and standards of living prevailing in the countries of operation. For example, foods to be provided should so far as possible and consistent with proper standards of nutrition take into account native preferences. Clothing should be adapted to weather and local tastes. Also, account must be taken of the various cultural and religious as well as social sensibilities.

Furthermore, every effort should be made to preserve and strengthen normal social groupings. Rather than to initiate or prolong unnecessarily mass feeding, families should, wherever possible, be helped to live together as families. Similarly, attempts should be made to enable children to live with their own or foster families rather than in institutions unless specialized institutional treatment is clearly required.

As aids to adapting welfare measures to national and local needs it will be important in field operations to give national and local leaders a real voice in the framing of policies to be carried out. Only if this principle is observed can services made available by or in cooperation with UNRRA make a maximum contribution to the strengthening of a nation's own continuing relief and welfare measures.

Careful adherence to the broad principles outlined here will also help to restore to self-support and self-sufficiency those who, for the moment and because of factors far beyond their control, temporarily need the welfare services that UNRRA may provide.

### Welfare Personnel

To insure effective administration of its program UNRRA will require qualified welfare personnel. In the selection of an administrative staff, therefore, first consideration must be given to technical competence. Whether the task is to care for orphaned or other disadvantaged children; to provide for aged or disabled persons; to feed masses of men, women, and children; or to render any of the wide variety of services likely to be needed, the primary requisite should be knowledge of the work to be done and skill in its performance.

Among the types of welfare personnel likely to be needed are specialists in the care of children; specialists in nutrition; specialists in the care and vocational training of disabled persons; specialists in the development of work opportunities through which needy persons can be helped to provide some of their own requirements; specialists in the operation of welfare institutions, and specialists in the administration of employment offices and the social insurances.

Second in importance only to technical competence is a sympathetic understanding of the economic and social situation of the people among whom welfare work is to be done. Consideration must also be given to the selection of personnel having a knowledge and an appreciation of the normal customs and ways of life of the people among whom they work. Ability to speak the language of a people is, of course, to be desired but should be subordinated to technical competence.

A further consideration to be kept in mind in the selection of personnel is the ability to carry out responsibilities without favor, prejudice, or discrimination.

Personnel engaged as members of the staff of UNRRA must have an appreciation of the principles underlying the UNRRA program. Furthermore, since UNRRA is a truly international organization, its welfare staff should be comprised only of persons possessing an international viewpoint and willing—for the period of their employment by UNRRA—to dissociate themselves from any national interests or objectives which might conflict with their responsibility to the family of nations by which they are employed.

In order that welfare workers—whether employed by UNRRA, by other governmental agencies or by voluntary organizations—may be adequately prepared for their exacting duties the necessary training programs should be initiated immediately.

In discussing or considering the term "relief" in relationship to UNRRA's program it is important for us to recognize that though the term "relief" is consistently used in the UNRRA agreement and in the council sessions in Atlantic City, it is quite obvious that the more specific concepts of relief and welfare as these terms are commonly employed in social work circles in the United States constitute only a small portion of the total area of need, which UNRRA will be called upon to deal with.

Even at the worst of the depression in the United States the problem of relief was the relatively simple one of distributing available food, shelter, clothing, and medical services

to people in need. Foodstocks were on hand, shelter could be secured, medical care was available, transportation facilities adequate. But the most difficult problems which will confront our relief administration abroad are precisely those which relief experience in the United States has led us to take for granted. The essential community services which make modern life possible will in many cases have to be rebuilt before the distribution of relief can begin. Even assuming that ships are available to bring adequate food supplies to foreign harbors, these harbors will have to be restored before ships can enter them. Railroads will have to be rebuilt in many areas before food can be moved from harbors to points of greatest need. Water systems will have to be repaired before populations can return to cities. Primitive shelters will have to replace destroyed dwellings, at least temporarily.

### Relationship with AMG

Much of this basic work will be done by the Army as part of military necessity. Military security will require that the civilian population behind the fighting lines be as reasonably well provided for as circumstances will permit. Thus AMG is making provision for relief administration in occupied areas and, according to its present tentative arrangements, is to turn over such functions to UNRRA within six months following the termination of active hostilities within an area. Nevertheless, much of the activity which the relief administration will be called upon to assume will be of a character not hitherto associated with relief operations. Some idea of the difficulties from the point of view of food supplies alone may be gleaned from the fact that the preliminary studies thus far completed indicate that within the limits of foreseeable food stocks, the maximum daily ration which can be provided to meet the needs of Europe, without materially reducing American food consumption standards, is 2,000 calories per person per day.

In this connection it should be noted that in those countries where UNRRA will operate it is not expected that UNRRA will provide all the welfare services that will be needed. In most European countries there will be established agencies, health and welfare, which customarily carried responsibility for these services. It will be necessary for UNRRA to keep in close touch with these agencies and to help mobilize the resources of the country to the fullest degree.

Wherever possible, UNRRA will help in reestablishing or strengthening national gov-



ernmental agencies in the administration of relief and welfare needs within a given country. It is certainly appropriate and sound that the governmental agencies within a country should bear as large a degree of responsibility as possible for the administration of its relief and welfare program. Where national governments have not yet been established, or where established governments have not been recognized by the United Nations UNRRA may be compelled to administer such services directly but it is hoped that this will be the exception rather than the rule.

This now brings me to the all-important question of the nature and the type of persons who will be selected by UNRRA to head up its major functional divisions. Governor Lehman has announced publicly and has emphasized privately with the staff that UNRRA cannot, of course, be an American show. It is a joint international enterprise and for this reason its leadership must necessarily be international. Governor Lehman has just made his first and most important appointment, Sir Arthur Salter, a brilliant British economist and parliamentary secretary, will occupy the position of senior deputy director general. Announcement will shortly be made of other key appointments most of whom will come from the best type of men and women the member nations of UNRRA will have to offer. Those of us who have had the privilege of working in the program of OFRRO and during the Atlantic City Conference will be looking forward with much interest to the experience of working with men and women whose approach, whose training,

whose social philosophy, and whose thinking in many instances will be markedly different from our own.

By way of summary then, it seems to me that UNRRA represents a practical and realistic approach to one of the most important of post-war problems. Concretely it will have a three-fold task:

1. To build up an adequate reservoir of foodstuffs and other relief and rehabilitation supplies.
2. To assure an equitable and efficient distribution among all the liberated people of such supplies as are available.
3. To carry on its operations in such a manner as to stimulate and assist the speedy revival of production in war stricken areas.

There are many difficulties ahead facing UNRRA. Some people question whether it will be possible to meet total needs in the face of the unparalleled destruction, and the shortage of supplies, but of one thing we are certain; the needs of millions of suffering men, women, and children cannot be met even partly except through the concerted action of the United Nations. And in the important and challenging task ahead I hope competent and qualified social workers here and abroad will be given every opportunity to use their skills in helping to assure the best possible care for the war-weary, uprooted, hungry and baffled people who stand in desperate need of all that governmental and non-governmental agencies together can provide.

Members of the Association attending the 1944 Delegate Conference as Delegates, Alternates or Observers, are requested to bring this issue of THE COMPASS with them. Any supplementary discussion material pertaining to the conference program will be sent to chapter chairmen for distribution to Delegates and Alternates.

## TO SOCIAL WORKERS: A CALL TO ACTION

**R**ECENTLY a small number of social workers got together in New York to talk about the part which social workers as a professional group might play in the post-war life of the nation. They decided to formulate their point of view upon certain matters which seemed to them essential, and to try to find out how much support there would be for such a point of view among social workers the country over. The following statement is the result. It will reach social workers individually and through existing organizations. A great deal of interest was evidenced in this statement at the recent meeting of the AASW National Board and it was hoped that it could be published in *THE COMPASS*. We are pleased to be able to present it to *COMPASS* readers in this issue which is devoted to war and post-war problems.

### The Situation We Face

A most important period in the history of American social work lies immediately before us. Social workers have a great responsibility for holding advances already won. They also have a great opportunity for, as well as an important stake in, helping to achieve victory and prepare for peace. The period between the two world wars did not present a desirable pattern of "normalcy." We cannot return to those conditions. We must strive for a lasting peace and for economic, social, and political security.

The war has proved that full employment can be achieved within the technology of our country, its human and material resources, and its legal and economic framework. The great depression demonstrated the almost fatal consequences of mass unemployment—a condition we now know does not need to exist. What shall we have in the post-war period? If we drift into a planless peace, we shall again have grave social dislocation with large mass unemployment. If we permit the triumph of unregulated, shortsighted private enterprise, whether agricultural or industrial, and of international monopolies and imperialistic policies, we shall face inadequate employment, economic insecurity, and the probability of future international chaos.

Already legislative bills are being introduced in the Congress and the state capitols that may change, for better or worse, the pattern of social security in this nation. The Wagner-Murray-Dingell bill is only one proposed measure that vitally affects the profession of social work. The very opposition with which it has met has profound implications for those concerned with the extension of social welfare services. Outside the legislative halls a struggle is on between the proponents and the opponents of an appreciable enlargement of community and industrial democracy, and of the right of the mass of the people to full economic participation in our national

life. Both openly and undercover rages an unceasing battle between those who would put an end to and those who would permit or encourage racial, ethnic, and religious discriminations. In the outcome of every such issue, the fate of social work is being recorded.

### What Do Social Workers Stand for?

Now, more than ever before, it is essential that social work have a voice in the shaping of the social decisions arising from the war. Thus far, the social worker has played a disappointingly small role in wartime social action. His voice has been but feebly heard by the general public. As a group, social workers have been hesitant and timid about taking a stand even on local and national issues in which they are vitally concerned.

This situation has arisen largely from the failure of the profession to formulate a broad program for action on which there could be general agreement. The formulation of such a program is, however, not so difficult as many have thought. The aspiration of every social worker—as of every good citizen—is a society that strives to guarantee a decent life for all persons. This is an ultimate goal which few deny, but the way to reach it is much disputed. Out of social work experience have evolved certain objectives that provide, we believe, the essential elements for the attainment of this goal. These objectives are: full development and equitable distribution of national and international resources; full employment; adequate standards of living, of housing, of recreation, and of health services; nation-wide high educational standards; social and economic security; a democratic community life freed from the devitalizing influences of racial, ethnic, and religious discriminations and prejudices. We declare these objectives, therefore, to be our proposed program for social action.

1. *Full Development and Equitable Distribution of National and International Resources.* All of the more immediate aims for



which social work strives depend upon the full development and equitable distribution of our natural resources and the full utilization of our productive personnel.

Under the impact of war necessity, we have learned how to develop and utilize our sources of material and power, and how to make maximum use of our human ingenuities and skills. For the first time in our history we find ourselves with a real, rather than an artificially manipulated, shortage in consumer goods and services.

We can provide these goods and services in amounts adequate for a decent standard of living and a high level of culture, and we can sustain the goal of complete utilization of manpower rather than maintenance of a "labor surplus" only through full production. Neither the restrictions of private ownership, the cautions of finance, the exigencies of production for profit, nor the legal basis for government regulation and control are insurmountable. Finance, industry, and government therefore can legitimately be held to strict accountability for the economic ends to be attained in the post-war period. Nothing less than the full utilization of our productive capacity can be accepted as our national policy and objective.

We have become aware, moreover, that only as all countries attain economic and political security have we any assurance of our own ability to maintain such security. Ideas, like war and disease, are no respecters of national boundaries. Nor do lines on maps correspond to the economic realities of production, credit, and trade. In the geographically unified world that has come so fast and inescapably upon us, all nations are likely to swim or to sink together. International organization for peace, for economic assistance to devastated and undeveloped areas, and for free exchange of goods and services must therefore be demanded as fundamental for our own welfare, no less than for that of other peoples.

**2. Full Employment and Balanced Wage-Price System.** Since we are convinced that full employment is a possibility for peace as well as for war, we maintain that every person should have the right to work. We cannot be content with plans calling merely for "high levels" of employment. Such plans imply a labor reserve of a size so large as to become the inevitable tool of those forces that seek to depress the standard of living of one group in the interest of increasing that of another.

We maintain, furthermore, that everyone should have the opportunity to work under the most wholesome conditions possible. Job and wage discrimination against women workers should be eliminated. Wages for many categories of low-paid labor should be far in advance of those of the pre-war period. Only with high wages can the worker purchase enough goods to maintain decency, and only so can maximum production be sustained.

Unless prices and wages are kept in balance, however, full employment and large earnings will not guarantee income sufficient to purchase even the necessities of life. Whether such a balance is achieved through enforced competition and a flexible price structure or through direct regulation of prices and wages, government planning and control are essential.

So complex has our economic structure become that the government must continue to assume responsibility for the effective functioning of the system of production and distribution of food, manufactured goods, and services. It must represent the interests of the entire community in those areas of our economy that can best be served by private enterprise. Neither the selfish interests of finance, agriculture, or industry, nor failures of government to enact and administer essential measures for effective planning and control, have any justification in a society devoted to democratic ideals.

**3. Extension of Education, Health Services, Housing, Recreation, and Social Security.** As living standards have risen, an increasing list of tax-supported social services has been provided to the public. Since such services are still far from adequate in quantity, quality, and availability, and cannot be purchased by the majority of the population individually, we call for their large extension and improvement. We maintain, furthermore, that they be made obtainable to all persons, regardless of racial, ethnic, or religious background.

In order to equalize educational opportunity on a state-wide basis, rural education should be aided by state funds. To equalize it on a nation-wide basis, federal funds should be granted to areas most in need. Vocational and professional training, and public libraries should be greatly expanded. Provision for adult education, including education for citizenship, should be made everywhere available. The salaries and prestige of teachers should be appreciably raised, particularly in rural areas.

Health facilities comparable to those of large cities should be made available to rural and small urban areas. Services equal in quality to the best that scientific development has yet made possible should be offered to all persons, regardless of their economic status. Private medical practice cannot, and should not, be expected to service sparsely populated areas and low-income groups. Much of the cost of health care must be met by local, state, and federal funds. Voluntary and compulsory health insurance provide tested supplementary methods for covering an appreciable part of the expense. To guarantee improved quality of health services, personnel must be enlarged, professional training strengthened, public health services expanded, medical group practice and use of hospitals as community health centers developed, and a national planning and supervisory agency created.

If physically and socially harmful living conditions, both in city and country are to be eliminated, a large portion of the nation must be rehoused. The building industry should be encouraged to undertake extensive home building programs. Experience has shown, however, that private enterprise cannot provide requisite housing for the lower income groups. Public funds, well coordinated plans, and legislative mandates for decisive action should be demanded as prerequisites for a vast rehousing program. Similarly, recreational facilities, designed to promote physical and social well-being—including, particularly, the making of country life more attractive—should be enormously enlarged by public subsidy.

Social insurance, which was late in being enacted, still falls far short of covering important segments of the population, of providing protection against certain hazards, and of granting adequate benefits. It should be extended to protect all groups in the population against loss of income because of unemployment, old age, industrial injury, death or disablement of breadwinner, and disability and sickness. Benefits should be enlarged. Public assistance moreover, should be made available to those not adequately protected by social insurance, who are unable to provide themselves or their families with the minimum essentials for a decent standard of living.

4. *Racial and Ethnic Equality.* The doctrine of racial and ethnic inequality has no scientific basis. It is vicious in conception, and in practice its effects are socially ravaging. Discrimination, whether racial, ethnic, or religious, produces misery for the individual,

and prohibits the healthy growth of normal community life. It frustrates the development of human potentialities, and the efficient social use of energy and skill. Discrimination in any form or manner has no place in a democratic society. Its survivals in our political, social, and economic life should be rooted out as antagonistic to the basic American doctrine that "All men are created equal."

Social workers have an inescapable responsibility to concern themselves with "factors adversely affecting human lives and hence militating against the general welfare." In no area of social living, perhaps, can they make so immediate a contribution as to the elimination of discrimination. They can stand squarely against it in their daily relations with other persons. They can insist that it have no place in the social services. They can voice, with other groups, their demand that discrimination be eliminated from employment and job promotion practices and from the armed services, and that discriminatory acts be wiped off the statute books. Most important of all, they can maintain active membership in organizations that are striving through education, legislation, and social action, as well as through improvement in economic conditions, to eliminate the causes of discrimination.

### Why Speak Now?

Social workers have said all of these things at various times in various ways. Now it is imperative that they speak again, and in inclusive and emphatic terms. So sharply defined is the struggle for a free society that none of the above objectives is obtainable without uncompromising effort by *all* persons concerned with the social welfare.

In this struggle time is of the essence. Unless definite progress is made now and in the immediate post-war period in achieving these objectives, vast numbers of persons will not only suffer but social work will once more find its primary task that of salvaging what it can from the social wreckage. It will have neither time, strength, nor prestige for engaging in the more constructive responsibility of the prevention of social ills and the fashioning of better social organization.

### Who Are We to Speak?

Many will inevitably question our competence to speak in such broad and basic terms. We are not economists, students of international law, or tax experts. In our daily work we are necessarily much occupied with the treatment of the disabilities of human beings.



But just as medicine, through study and long experience, came to understand the nature of the hazards to the health of individuals, so social work has gained much in understanding the effect on individual well being of unemployment, low standards of living, economic and social discrimination, and inequitable distribution of educational, health, and other social welfare services. This comprehension has sharpened our ability to determine whether current social trends, specific proposals, and legislative or administrative rulings advance or impede the common welfare. It has not only given us insight into what should be done to satisfy human needs, but it has given us both the right and the responsibility to engage in social action for the satisfaction of those needs.

### What to Do?

The purposes outlined in this statement may be promoted in a great variety of ways. The time, place, and particular concern of the group will largely determine what action is most appropriate and most likely to bear fruit. The following suggestions, selected from a long list, are set down as general guideposts.

Since individual action is relatively ineffective, group organization and group action are essential. It is suggested, therefore, that sustained effort be made to interest every organized social work body in these general principles. The national membership associations and their chapters, the national and local functional associations, the trade unions in social work—all should be urged to emphasize these objectives wherever possible within a program of social action.

Membership in organizations outside the area of social work, that are designed ex-

pressly to foster similar objectives, is also necessary. Many such organizations are already effectively attempting to hold the line against reaction, to promote constructive legislation, and to create informed public opinion. Support given to these agencies may often yield larger results than action taken independently by groups of social workers.

Discussion groups for further definition of these objectives and for outlining programs of specific action are of primary value. Continuous effort ought to be made to increase the number of participants either by enlarging the original group or by creating new groups in the community. Meetings at regular intervals should be supplemented by study materials. Specialists in particular subjects, such as university professors and governmental planning and administrative personnel, should be invited to act as discussants.

Never before has social work had a larger opportunity than today to demonstrate of what stuff it is made. But that demonstration requires ACTION. Time and the mad rush of world history will not wait. So ACTION NOW!

Signed by members of the Social Workers' Emergency Committee: Antoinette Cannon, chairman; Clara Rabinowitz, co-chairman; Evelyn Adler, Pearl Blough, Esther Lucile Brown, Nathan E. Cohen, Robert Cooper, Albert Deutsch, Henrietta Gordon, Charlotte L. Hanson, Nora Johnson, Dorothy Kahn, Philip Klein, Harald Lund, Harry Lurie, Blanche T. Mahler, Elisabeth Mills, Frank Montero, Henry R. Murphy, Clyde E. Murray, Eleanor Neustaedter, Bertha Reynolds, Mary Rittenhouse, Mary Siegal Russak.

## REPORT OF AASW NATIONAL NOMINATING COMMITTEE

THE National Nominating Committee of the American Association of Social Workers has worked during the past year on the following schedule:

Memoranda to members of committee acquainting them with their responsibilities .....	Oct. 22, 1943
Bulletin to chapters asking for suggestions of candidates.....	Oct. 22, 1943
Follow-up to chapters from which suggestions had not been received.....	Jan. 1, 1944
Closing date for receipt of chapters' suggestions .....	Feb. 1, 1944
Period of preparation of material from chapters by national office for use of National Nominating Committee.....	Oct. 22, 1943 to date Nominating Committee met
Compilation of chapter suggestions received to date, and national office reference material, sent to Nominating Committee for preliminary review.....	Feb. 9, 1944
Letter from chairman to committee members urging them to encourage chapters' participation in making suggestions and also asking them to supply missing biographical material on candidates suggested by chapters in their area .....	Feb. 9, 1944
Meeting of Nominating Committee at which time the slate was prepared.....	Feb. 26, 27, 1944
Period for determining acceptance of candidates selected, action on substitutions necessary and collection and preparation of biographical material for publication in the April COMPASS.....	Feb. 27-March 27

It was recommended that next year if this schedule is followed that on February 1st, the national office should send to each member of the Nominating Committee a list of those chapters in his district which had not yet submitted nomination suggestions and it should be the responsibility of the committee member to follow up with these chapters and encourage them to send their suggestions.

The committee held one meeting in New York City on February 25 and 26 to prepare the slate for the annual election of Officers and Board members and Nominating Committee of the Association and the appointment of delegates representing non-chapter members at the Delegate Conference. Those members attending the meeting were Wilma Walker, Chicago, Chairman, District 4; Louise Cuddy, San Francisco, District 1; Charlotte

Henry (recently moved to) Minneapolis, District 2; Frank Z. Glick, Lincoln, Nebraska, District 3; Mrs. Beulah Whitby, Detroit, District 5; Gertrude Wilson, Pittsburgh, District 7; Donald S. Howard, New York City, District 8 (attended the second day only); Barbara C. Wallace, Boston, District 9; Richard Chappell, District 6, was absent. Louise Cuddy was appointed as Secretary of the committee.

The Committee discussed first some of the general comments sent in by the chapters. Many chapters had expressed approval of, and appreciation for, the services of the present officers and suggested that they be retained for another term. The committee noted that most of the present officers had served for two terms, had given generously of their time and had carried heavy responsibilities. Therefore, their reluctance to continue was understood by the committee and accepted.

It will be remembered that the committee this year asked the chapters specifically to clear on all proposed candidates to make certain that they were willing to have their names proposed as nominees. The chairman reported that very few chapters were willing to make this clearance. Some of the difficulties noted were that there would be duplication of effort since several chapters might request information from the same person; that they were unable to secure an expression of availability from suggested nominees who were not members of their chapters; that it might be embarrassing and cause some feeling if suggested candidates were approached by chapters and then not selected by the National Nominating Committee. It was decided by the committee that this year's experience would indicate that advance clearance with the candidates by the chapters can not be expected. Although the committee this year stressed the importance of full biographical material on each suggested candidate, many chapters did not comply with this request. Several chapters suggested that the national office should have such biographical material in its files. The national office does not now have up to date information about all members. For the most part data about the membership is limited to information on the original application. This is supplemented, in the case of members who have previously run for office, by biographical ma-



terial secured from candidates for publication in *THE COMPASS*, but for all other members it is important that chapters send in information about their nominees. This should again be stressed by the Nominating Committee as the committee works under a considerable handicap if it does not have background information about candidates.

The committee discussed the criteria to be used in the selection of suitable candidates. It was decided that we should again use in general the criteria approved by the 1939 Delegate Conference (Section VII Operating Policies of the American Association of Social Workers No. 702). It was recognized that these criteria are very general and it was suggested that some time and thought should be given to making them more descriptive. It was agreed also that in addition to the listed criteria there should be these considerations: specialized fields and geographical location of the candidates; other than in exceptional cases the President and First Vice President should be persons with AASW Board experience (this should be kept in mind in selection of Board members); the President and First Vice President should be able presiding officers; the Treasurer should be within rather close distance of the national office.

It was suggested that the duties of the various Vice Presidents should be better defined as this kind of description would be helpful to Nominating Committees in their selection and also would be helpful to the candidate in making a decision as to whether or not he could accept the nomination. It was further suggested that the administrative responsibilities might be divided between the President and the Vice Presidents, relieving the President somewhat and also giving the other officers certain definite responsibilities.

The names of nominees were selected by the committee from suggestions sent in by the chapters. There was greater participation on the part of the chapters than ever before as 47 chapters submitted suggestions, but this is still a very disappointing response as it represents only 50 per cent of the chapters. The committee believes that all chapters should make a conscientious effort to submit suggestions. If they do not do this their areas are likely not to be represented. It is suggested that members of the Nominating Committee should take a very active role in stimulating the chapters which they are representing to send in suggestions.

The Nominating Committee has been given the responsibility for selecting the delegates

representing non-chapter members to the Delegate Conference. The Committee was not at all satisfied with its method in making this selection. We went over the entire list of non-chapter members. We determined the states which have the largest number of non-chapter members and tried to select delegates with this factor in mind. We made an attempt to select delegates who have given some leadership in the social work field and who have had some contact with the Association when possible. The committee realizes that non-chapter delegates are appointed because it is believed that members away from chapter areas who cannot have chapter affiliations should have a voice in the Association. We believe that the basis of selection which we used is not particularly effective and that more thought should be given to this. Some of the questions raised were:

1. What is the responsibility of the non-chapter delegate to the non-chapter members he represents?
2. Can some plan be worked out by which the delegates can better represent the thinking of the non-chapter members and by which they can report back to them on conference proceedings?
3. Is there a way by which non-chapter members may participate in the selection of their representatives to the Delegate Conference?
4. Can the Nominating Committee perform this function satisfactorily? If it seems best to leave this with the Nominating Committee is there some way of better informing the Nominating Committee about non-chapter members?
5. The Nominating Committee wishes to recommend that the National Board review the procedures for the appointment of non-chapter delegates. We believe this year's experience of the Nominating Committee when it proved impossible to secure fully this type of representation indicates the need for a more clearly defined procedure to implement the bylaw regulation.

Finally there was considerable discussion regarding the difficulties involved in the short term of office and the time when the new officers take over. At the present time the new officers come into office the first of October. The Association's important work is done between October and April, hence new officers have to plunge into the year's work without time to plan and outline their work. Almost immediately after the new officers take over the chapters are asked to make suggestions for nominations for the following

year. If new officers could take over in the late spring they would have opportunity to become familiar with their assignments and plan their work. It was agreed that the Nominating Committee go on record as recommending to the Board the advisability of considering longer terms of office for officers and Board members and that a consideration be given to changing the time of the election so that new officers could take over in the spring rather than in the fall.

The Nominating Committee appreciated very much the help and well organized material which was supplied by the national staff and was grateful for the assistance provided the committee in arranging for the meeting and carrying on correspondence. Mr. Anderson attended our meeting and was most helpful. Other staff members helped the committee keep up with our schedule, got out the material very promptly and gave most efficient help at the time of the meeting.

## *Nominations for Officers, Board Members and Nominating Committee 1944-45*

THE slate presented by the Nominating Committee for this year's election appears below. Ballots will be mailed to the membership on or about May 20, 1944, after which a 25-day period will be allowed for voting. Some of the nominations are identified with nominative districts set up under the bylaws, but all members of the Association vote for candidates for all of the vacancies.

Petitions for additional nominations will be in order as soon as this issue of THE COMPASS is in the mails. Such petitions must be filed in the national office by May 5 and, according to the bylaws, under the following conditions:

- A. Petitions nominating district nominees for the National Board shall be signed by not less than 25 members. These members shall be from at least two chapters in any district containing two or more chapters;
- B. Petitions nominating nominees at large for the National Board shall be signed by at least 50 members of not less than five chapters in three or more nominative districts;
- C. Petitions nominating officers shall be signed by at least 100 members of not less than five chapters in three or more nominative districts.

Following are the rules for the 1944 election of Officers, Board Members and National Nominating Committee. The first rule is new this year and is based on the requirements for incorporation in New York State. The corporation laws of New York State do not allow for a direct mail vote for a Board of Directors and therefore members of the Association are now required to sign a proxy form instructing the proxy to vote for them

in accordance with the preferences indicated by the voting marks on the ballot. In order to preserve the secrecy of the election, the proxy form will be a separate enclosure with the ballot. When ballot envelopes are returned by members, the Committee on Elections, which opens all returns, will separate the proxy from the ballot before the ballot is tabulated.

The results of the tabulation of election returns, together with proxy forms will form the basis for the election of Officers, Board Members and Nominating Committee at the corporation meeting of the Association which will be held annually on the third Thursday in July, or at such other time and place as may be fixed by the National Board. The election therefore will be announced immediately after the corporation meeting.

### Rules of Election

1. The proxy form enclosed with the ballot *must be* signed by the member and returned with the ballot, or the ballot will be invalidated.
2. Both name and address of voting member must be written plainly on the envelope in which the ballot and proxy form are returned or the ballot will be invalidated.
3. Any writing on the ballot except the voting marks invalidates the ballot.
4. To be included in the count, ballots and proxy forms must be postmarked not later than midnight twenty-five days after being mailed from the national office.
5. Votes may not be cast for persons whose names are not included on the printed ballot.



6. No more than one ballot and proxy form may be returned in one envelope.
7. Vote for no more than the number of candidates to be elected as noted in each section of the ballot. Voting for more than the number to be elected invalidates that section of the ballot.
8. Ballots once cast may not be returned to the sender. Ballots lost or damaged after receipt by member may not be replaced.
9. Address all communications concerning the election to Committee on Elections, at the national office.

The members of the Committee on Elections for the 1944 elections are: Catherine M. Dunegan, New York City, chairman; Esther Hilton, New York City; Edith Holmes, New York City; Mrs. Lesley Funkhouser, New Jersey; Stephen H. Kneisel, New Jersey.

## OFFICERS

(One to be elected for each office)

### PRESIDENT

Mrs. Irene Farnham Conrad, Houston.

Chairman, Syracuse Chapter, 1933; Chairman, Program Committee, Southeast Texas Chapter, 1939-40; Chairman, Committee on Government and Social Work, 1941-42; Chairman, Southwest Regional Conference, AASW, 1939-41; Chairman, Program Committee, Southeast Texas Chapter, 1942-43; Executive Committee, 1943-44; Chairman, Sub-Committee on Recruitment, 1943-44. National: Secretary, 1931-33; National Committee on Conference Program, 1937-39; National Board, 1939-41; Special Contributions Committee, 1940; Chairman, Committee on Chapter-National Procedures for Employment Practices Inquiries, 1940-41; Chairman, National Committee on Social Work Practice and Professional Education, 1944.

B.S., 1913, A.M., 1914, Northwestern University; graduate work, School of Civics and Philanthropy, University of Chicago; New York School of Social Work.

Director, Bureau of Child Welfare, State of New Mexico, 1935-36; Director, Child Welfare and Public Assistance, Louisiana State Emergency Relief Administration, 1936; Louisiana State Department of Public Welfare, 1937; Executive Secretary, Council of Social Agencies, Houston Community Chest and Council, 1937-; Executive Secretary, Division of Personnel and Community Welfare Resources, Office of Civilian Defense for Harris County, 1942-43.

Benjamin Youngdahl,

St. Louis Chapter: Member, various committees such as Government and Social Work, Personnel Practices, Program, Special Study Committees, etc.

Member, Board of Directors, American Association of Schools of Social Work, 1943; Member, Curriculum Committee and Chairman of Sub-committee on Public Welfare of American Association of Schools of Social

Work, 1941-1944; Chairman, Social Action Committee, National Conference of Social Work, 1944; Past-President, Minnesota Conference of Social Work and Missouri Association for Social Welfare; Member, Board of Directors, Social Planning Council, St. Louis.

A.B., Gustavus Adolphus College; A.M., Columbia University; equivalent of one and one-half years additional study in sociology and economics at the Universities of Minnesota, Wisconsin and Iowa.

Professor of Economics and Sociology, Gustavus Adolphus College, 1923-33; Director of Public Assistance, Minnesota, 1933-39; Associate Professor of Social Work and Professor of Social Work, Washington University, 1939-; Lecturer, University of Minnesota, summers 1938, 1939; Visiting Lecturer, University of Southern California, summer 1941.

### FIRST VICE-PRESIDENT

Anna E. King, New York City.

New York City Chapter: Chairman, Credentials Committee, 1938-39; Chairman, Membership Requirements Committee, 1939-40; Member Advisory Committee on Education, 1939-40; Second Vice-Chairman, 1940-41; Chairman, 1941-44. National: Committee on Organization and Planning of Social Services, 1943-.

A.B., Syracuse University, 1919; M.S., Western Reserve University, School of Applied Social Sciences, 1926; graduate work, Smith College School for Social Work.

Board of Directors, American Association of Schools of Social Work, 1940-44; Chairman, Advisory Committee, Latin-American Project, 1944.

Instructor, Western Reserve University, School of Applied Social Sciences, 1929-34; Associate Professor, Fordham University School of Social Service, 1934-39; Dean, Fordham University School of Social Service, 1939-.

R. Maurice Moss, Pittsburgh.

Pittsburgh Chapter: Vice-Chairman, 1939-40; Treasurer, 1943-; member, various chapter committees including Personnel Practices, Government and Social Work, Program.

Member: Association of Community Councils; Community Executives Roundtable; Association of Negro Social Workers; Executive Council, Community Fund of Pittsburgh; State Commission to Study Negro Life.

Member of directing boards of Allegheny County Board of Public Assistance; Pennsylvania Welfare Conference, Federation of Social Agencies-Group Work Division, James Weldon Johnson Camp Association, Sociology Club of Pittsburgh. Made several studies of social conditions of the Negro.

A.B., Columbia University, 1919; graduate work, New York School of Social Work, 1919-20.

Director, Federick Douglass Community Center, Toledo, Ohio, 1920-24; Research Assistant, National Urban League, 1924; Executive Secretary, Baltimore Urban League, 1924-29; Executive Secretary, Urban League of Pittsburgh, 1930-.

### SECOND VICE-PRESIDENT

Eleanore Cranefield, Detroit.

Detroit Chapter: Chairman, Program Committee, 1938-39; Member, Personnel Standards and Personnel Practices Committee, 1940-42; Chapter Chairman, 1943-44.



Member, Accrediting Committee and Committee on Educational Opportunities for Minority Group, American Association of Schools of Social Work.

Ph.B., University of Chicago, 1929; M.A., University of Chicago School of Social Service Administration, 1930; additional work, University of Chicago, 1930, 1936, 1941.

Social Case Work, Crane Fund for Widows and Children, Wheeling, Ill., 1931-33; University of Chicago School of Social Service Administration, supervision of field students, case work courses, research at United Charities of Chicago and Cook County Bureau of Public Welfare, 1933-36; Visiting lecturer in Social Case Work, summer sessions, 1936-37, 1939, 1941; Associate Professor of Social Work, University of Michigan, 1936-.

Earl Parker, New York City.

Detroit Chapter: Vice Chairman, 1933-34; Membership Committee; Program Committee. Washington State Chapter: Vice Chairman, 1937; various committees. New York City Chapter: Chairman, Interpretation Committee, 1941-42; Chairman, Wartime Services Committee, 1942-43. National: Committee on Bylaws, 1942-43.

Columbia University, 1911-13; Certificate, New York School of Social Work, 1912.

Executive, Council of Social Agencies and Community Fund, Springfield, Ill., 1930-32; Associate Director, Illinois Emergency Relief Administration, 1931-32; Executive Council of Social Agencies, Detroit, 1932-36; Executive, Community Fund and Council, Seattle, 1936-39; Assistant General Director, Family Welfare Association of America, 1939-.

### THIRD VICE-PRESIDENT

Florence M. Warner, Connecticut.

Arizona Chapter: Member, Board of Directors, 1935-37. Chicago Chapter: Member, Membership Committee, 1937-38. Connecticut Chapter: Member, Executive Committee, 1941-43; Delegate to Delegate Conference, 1941.

A.B., Oberlin College, 1916; Ph.D., University of Chicago School of Social Service Administration, 1933.

Director of State Welfare and also Director, Emergency Relief Administration, Arizona, 1933-37; Faculty, University of Chicago School of Social Service Administration, 1937; Head, Department of Economics and Sociology, Connecticut College, New London, Conn., 1938-.

Margaret Yates, Fort Worth, Texas.

Chicago Chapter: Executive Committee, 1934-36. New Orleans Chapter: Chairman, Committee on Government and Social Work, 1936-38. North Texas Chapter: Executive Committee, 1939-40; Chairman, 1940-42, Vice Chairman, 1942-43. National: Chairman, Nominating Committee, 1942; Third Vice-President, 1943-44.

Ph.B., University of Chicago, 1920; M.S.S., Smith College School for Social Work, 1927; Graduate courses in School of Social Service Administration, University of Chicago.

Instructor and Assistant Professor, Social Case Work, Tulane University School of Social Work, 1936-39; Executive Secretary, Council of Social Agencies, Fort Worth, Texas, 1939-.

### SECRETARY

Mrs. Inabel B. Lindsay, Washington, D. C.

St. Louis Chapter: Member various committees, 1926-36; Secretary and Executive Committee, 1934-35. Washington, D. C. Chapter: Steering Committee, 1938-39; Alternate to Delegate Conference, 1940; Personnel Qualifications Committee, 1939-41; Personnel Needs Committee, 1942-43; Family Welfare Committee, Chairman, Subcommittee on Minority Situations and Case Work Service, 1943-44; Executive Committee, 1940-43.

Member: National Conference of Social Work, Case Work Sections Committee, 1943-; AASSW Committee for Educational Opportunities for Negroes, 1943-.

A.B., Howard University, 1920; School of Social Service Administration, University of Chicago, 1937, and summers, 1938 and 1940; Graduate courses New York School of Social Work, 1920-21; FWAA Institute, 1929.

Assistant Director and Director of Field Work, Division of Social Work, Howard University, 1937-42; Acting Director, 1942-43; Director, 1943-.

Esther E. Twente, Lawrence, Kansas.

Topeka Chapter: Chairman, Committee on Chapter Organization, 1938; Chairman, Committee on Recruiting Personnel for Professional Education, 1943; Chapter representative, Regional Conference, 1938, 1942; Chapter representative, Delegate Conference, 1936, 1937. Wichita Chapter: Chairman, 1933. National: Committee on Conference Program, 1938; Secretary, National Board, 1943-44.

B.A., University of Missouri, 1918; New York School of Social Work, summer 1930; School of Social Service Administration, University of Chicago, summers 1938, 1939, 1941.

Member: White House Conference on Children in a Democracy, 1940.

Assistant Superintendent of Relief and Superintendent of Relief, 1933-37, Kansas Emergency Relief Committee; Assistant Professor of Sociology, University of Kansas, 1937-; Lecturer, Department of Social Work, University of Denver, summer 1937; Lecturer, Department of Sociology, University of Texas, summer 1942.

### TREASURER

Paul L. Benjamin, Philadelphia.

Louisville, Ky., Chapter: Chairman of Committee which organized chapter. Washington, D. C., Chapter: Chairman, Program Committee, 1931; President, 1932. Buffalo Chapter: Executive Committee, 1933-36; Co-chairman, Committee on Government and Social Work, 1939-40. Phila. Chapter: Chairman, Program Committee, 1943-44. National: National Board, 1924-27; Committee on Chapter Organization and Program, 1939; Treasurer, 1942-44.

Ph.B., Syracuse University, 1910; graduate work Columbia University, University of Minnesota, George Washington University; courses, New York School of Social Work.

Executive Secretary, Council of Social Agencies, Buffalo, N. Y., 1932-43; Faculty, School of Social Work, University of Buffalo; Executive Director, Public Charities Association of Pennsylvania, 1943-.



**Robert C. Taber, Philadelphia.**

Philadelphia Chapter: Program Committee: Nominating Committee; Executive Committee, 2 years; elected Chapter Chairman, 1938 but unable to serve; Alternate, Delegate Conference, 1939; Delegate, Delegate Conference, 1944; member various chapter committees.

B.S., University of Pennsylvania, 1931; graduate work University of Pennsylvania; M.S., Pennsylvania School of Social Work, 1936.

Member, Executive Committee, Philadelphia Council of Social Agencies; Chairman, Professional Council, National Probation Association, 1941-42; member, Board of Directors, Pennsylvania Committee on Penal Affairs; Second Vice President, Pennsylvania State Association on Probation and Parole, 1941-42; member, Advisory Committee, Social Group Work Department, Pennsylvania School of Social Work; Social Service Committee, Race Street Meeting of Friends; Pennsylvania State Committee for Control of Syphilis, 1941-42; participated in program, National Conference of Social Work, 1936-40-42; NCSW, Committee on Youth Problems, 1944; presented several papers at Pennsylvania State Conference of Social Work.

Liaison representative, boys clubs and settlements and Juvenile Court, Philadelphia Council of Social Agencies, 1933-38; faculty, Pennsylvania School of Social Work, course on orientation to field of social work and to child caring agencies, 1936-38, course on children and youth in war time, 1942; Chief Probation Officer, Municipal Court, Philadelphia, 1938-42; Director, Division of Pupil Personnel and Counseling, Board of Public Education, Philadelphia, 1942-.

## NATIONAL BOARD MEMBERS

### Nominated at Large

#### (Two to be elected for 3 year terms)

**John Charnow, Washington, D. C.**

Washington, D. C. Chapter: Treasurer, 1941-42; Vice President, 1942-43; Executive Committee, 1943-; Legislative Committee, 1938-39; Program Committee, 1940-41, 1943-44; Public Assistance Committee, 1941-42; Chairman, Subcommittee for Study of Effect of Increased Cost of Living on Families Dependent Upon Public Assistance in Washington, D. C.; Committee on Family Welfare, 1943-44.

University of Chicago School of Social Service Administration, Ph.B., 1935; M.A., 1936.

Staff member, Committee on Social Security, Social Science Research Council, Washington, D. C., 1936-42; Bureau of Public Assistance, Social Security Board, Washington, D. C., 1942-. Publications: *Topics for Research Concerning Public Assistance Programs*, 1941; *Work Relief Experience in the United States*, 1943.

**Arlien Johnson, Los Angeles.**

Seattle-Tacoma Chapter, Vice Chairman 1932, 1934-35; Los Angeles County Chapter: Chairman Special Committee on State Relief, 1939-40, Appeals Committee, 1940-41. National: Nominating Committee, 1935-36, 1937-38; National Board member, 1939-40.

B.A., Reed, 1917; M.A., Columbia, 1923; Ph.D., Chicago University School of Social Service Adminis-

tration, 1930; diploma, New York School of Social Work, 1922.

Director, Graduate Department of Social Work, University of Washington, Seattle, 1934-39; Dean, Graduate School of Social Work, University of Southern California, 1939-.

**Ann Elizabeth Neely, New York City.**

National: Subcommittee on Technical Requirements of National Membership Committee, 1935-39, chairman, 1936-37; Subcommittee on Approved Agency Criteria of National Membership Committee, 1935-37; Wartime Committee on Personnel, 1943-.

Chairman, American Association for the Study of Group Work.

A.B., Cornell University, 1919; M.A., University of Chicago; one year's certificate, Carola Woerishoffer Graduate Department of Social Economy and Social Research, Bryn Mawr College.

Instructor and assistant dean of women, Cornell University; Executive, Leadership Services Department, National Board YWCA, New York City, 1930-.

**Phyllis Osborn, Kansas City**

Kansas City Chapter: Program Committee, 1938; Committee on Government and Social Work, member, 1940, and chairman, 1941-42; Executive Committee, 1942-44; Steering Committee, 1943-44; chairman, Nominating Committee, 1944; Committee for Screening Selective Service Inductees, 1944.

A.B., Oberlin College; M. A., University of Chicago School of Social Service Administration.

Visiting Teacher, Kalamazoo, Michigan, 1931-34; Case Supervisor, Emergency Relief Administration, Omaha, 1934-36; Director, Nebraska Survey of Social Resources, 1936; Associated Technical Advisor, Bureau of Public Assistance, Social Security Board, 1936-37; Regional Representative, Bureau of Public Assistance, Social Security Board, 1937-.

## NATIONAL BOARD MEMBERS

### Nominated by districts. Elected by total vote, one from each district, to serve for 3 year terms

#### Nominative District 1

**Eva Hance, San Francisco.**

San Francisco and Los Angeles Chapters: Active in both chapters. National: Special Committee on Delegate Conference, 1940-42.

Chairman, Advisory Committee, Social Workers' Placement Service, Western States.

B.S., University of Chicago; graduate work University of Chicago School of Social Service Administration.

American National Red Cross, 9 years; Council of Social Agencies, Los Angeles, Oakland and San Francisco, 9 years; Federal Emergency Relief and WPA, 4 years; Director, Social Planning Council, Community Chest, San Francisco, January, 1943-.



**Nellie L. Woodward**, San Francisco.

Northeastern Pennsylvania Chapter: Chairman, Program Committee, 1939. San Francisco Chapter: Nominating Committee, 1942; Chairman, Division of Public Relations, 1944; Vice Chairman, 1944.

Member: American Association of Psychiatric Social Workers.

B.A., University of Montana, 1929; University of Chicago School of Social Service Administration, 1930-32.

Research Psychiatric Social Worker, Institute for Juvenile Research, Chicago, 1932-35; Caseworker and District Supervisor, Family Society, New Haven, 1935-38; Director of Social Service, Children's Service of Wyoming Valley, Wilkes Barre, Pa., 1938-40; Executive Secretary, Family Service Agency, San Francisco, 1940-.

### Nominative District 5

**Mrs. Lucia Johnson Bing**, Columbus.

Chairman, Columbus Chapter, 1939-40; Executive Committee, Ohio Council.

B.A., Smith College, graduate work: School of Social Administration, Ohio State University and New York School of Social Work.

Executive, Ohio Children's Home Society, 1936-37; Special assignment to write "Social Work in Greater Cleveland," Cleveland Welfare Federation, 1937-38; Child Welfare Services, Ohio Department of Public Welfare, 1939-40; Assistant Chief, Ohio Division of Social Administration and Director of Field Staff, 1941-.

**Bernice Bish**, Grand Rapids.

North Carolina Chapter: Executive Committee, 1938-39; Grand Rapids Chapter: Executive Committee, 1940-41; Program Chairman, 1941-42; Chapter Chairman, 1942-43; Vice Chairman, 1943-44.

Member: Midwest Regional Committee, 1943, and Personnel Committee, 1942-44, Family Welfare Association of America.

B.A., Ohio Northern University; 2 year course Western Reserve University School of Applied Social Sciences.

Family Consultation Service, Cincinnati Associated Charities, to 1938; Executive, Family Service Association, Charlotte, N. C., 1938-40; Executive, Family Service Association, Grand Rapids, Michigan, 1940-.

### Nominative District 7

**Helen Hubbell**, Harrisburg.

Harrisburg Chapter: Chairman, Nominating Committee, 1941-43; Member, Program Committee, 1939-44. Philadelphia Chapter: Personnel Practices Committee.

A.B., Vassar College, 1917; courses New York School of Social Work, 1927-28; M.S.W., Pennsylvania School of Social Work, 1938.

District Agent, Westchester County Department of Child Welfare, 1917-20; Assistant Superintendent, Dutchess County, New York, Board of Child Welfare, 1920-22; County Secretary, Lycoming County Children's Aid Society, Williamsport, Pa., 1922-25; District Agent, New England Home for Little Wanderers,

Pittsfield, Mass., 1928-30; Assistant Director, County Agency Department, Children's Aid Society of Pa., 1930-37; Supervisor, Rural Child Welfare Unit, Pa., Department of Welfare, 1937-.

**Ruth Weisenbarger**, Wilmington, Del.

Delaware Chapter: Chairman, Membership Committee, 1940-42; Chairman, Merit System Committee, 1939-41; Member, Government and Social Work Committee, 1941-44; Chairman, Committee on Council of Social Agencies, 1943-44; Member, Executive Committee, 1940-43.

President, Delaware State Conference on Social Work, 1943-44; Member, Committee on Relation between Family and Children's Work, Child Welfare League.

Ph.B., Denison University; M.S.W., Pennsylvania School of Social Work.

Executive Secretary, Children's Bureau of Delaware, 1939-.

## NOMINATING COMMITTEE MEMBERS

(One to be elected from each district for 3 year terms)

### Nominative District 6

(To fill unexpired term to 1944)

**Dorothea Gilbert**, Shreveport, La.

Philadelphia Chapter: Membership Committee, 1937-38; Secretary, 1938-39; Alternate, Delegate Conference, 1937. Louisiana Chapter: Nominating Committee, 1939-40; Committee on Professional Education, 1940-41; Shreveport Branch Chairman, 1940-41; Chapter Delegate, Southeastern Regional AASW Conference, Atlanta, 1941; Chapter Delegate, Southwestern Regional AASW Conference, Oklahoma, 1942; Delegate, Delegate Conference, 1941. Shreveport Chapter: Chairman, Committee on Recruitment, 1943.

Member: American Association of Medical Social Workers, Chairman, Philadelphia Chapter; Member, National Board, 1935-36; Member, National Case Evaluation Committee, 1936-37. Member, National Conference on Social Work Committee on Children's Institutions, 1942.

B.A., Reed College, Portland, Ore., 1925; M.A., Columbia University, 1927; M.S.W., Pennsylvania School of Social Work, 1937.

Social Worker, Girl's Service League, New York, 1927-29; Research worker, caseworker, student supervisor, Presbyterian Hospital Social Service Department, New York, 1929-34; Assistant director and staff supervisor, University Hospital Social Service Department, Philadelphia, 1934-37; Supervisor adoption department, Children's Aid Society of Pennsylvania, 1937-39; Director, Children's Service Bureau, Shreveport, La., 1939-.

**Gladys E. Hall**, New Orleans.

Oregon Chapter: Chapter Chairman. New Orleans Chapter: 1st Vice Chairman, 1939-40; Member, Executive Committee Southern Regional Conference.

Member: American Association of Psychiatric Social Workers; American Association of School Social Workers.



Ph.B.; University of Chicago School of Social Service Administration; M.A., New York University; courses, New York School of Social Work.

Director, Visiting Teacher Department, Portland, Oregon, Public Schools; Assistant Director, Child Guidance Clinic, Portland, Oregon; Field Instructor, University of Chicago School of Social Service Administration; Associate Professor of Child Welfare, Tulane University School of Social Work, 1938-.

#### Nominative District 4

**Kenneth W. Miller**, Indianapolis.

Indianapolis Chapter: Public Affairs Committee.

Member: Program Committee, National Conference of Social Work; Member, Board of Directors, Committee on Functions and Services, Committee on Personnel, Community Chests and Councils.

A.B., Oberlin College; M.A., Ohio State University.

Assistant to Executive Secretary, Community Fund, Providence, R. I., 1931; Assistant Director, Social Service, West Virginia Relief Administration, 1934; Field Representative, FERA, 1935; Administrative Assistant, WPA, Ohio; Executive Secretary, Community Fund, Springfield, Illinois; Executive Secretary, Sangamon Council of Social Agencies, Springfield, Ill., 1937; Executive Secretary, Indianapolis Community Fund, Council of Social Agencies, United War and Community Fund, 1943-.

**Marietta Stevenson**, Urbana, Ill.

Chicago Chapter: Chairman, Legislative Committee, 1932-34. Illinois Chapter: Chairman, Legislative Committee, 1932-34.

M.A. and Ph.D., University of Chicago.

U. S. Children's Bureau, 1927-31; Assistant Director of American Public Welfare Association, 1931-43; Professor of Social Administration, University of Illinois, 1943-.

#### Nominative District 6

**Esther Lazarus**, Baltimore, Md.

Maryland Chapter: Chairman, 1935-37; Treasurer; Chairman, Committee on Reorganization; Chairman, Committee on Personnel Practices and Procedures; Member, Executive Committee, Division of Government and Social Work. National: Member, Division of Government and Social Work; Member, Subcommittee on Probation and Parole of National Membership

Committee, 1941-42; Member, National Membership Committee, 1943-.

Ph.B., University of Chicago; M.S.W., Pennsylvania School of Social Work.

Case Worker, Jewish Social Service Bureau, Baltimore, 1926-27; Probation Officer, Juvenile Court, Baltimore, 1927-38; Training Supervisor, Department of Public Welfare, Baltimore, 1938-44; Assistant Director, Department of Public Welfare, Baltimore, 1944-.

**William L. Painter**, Richmond, Va.

Richmond Chapter: Program Committee, 1940-41; Chairman, Program Committee, 1941-42; Chapter Chairman, 1942-44.

A.B. King College, Bristol, Tenn.; graduate work, New York School of Social Work and Richmond School of Social Work.

Superintendent, Grandfather Home for Children, Banner Elk, N. C., 1928-30; Field Representative, Virginia Department of Public Welfare, 1931-32; Acting Director and Director, Children's Bureau, Virginia Department of Public Welfare, 1933-40; Director of Field Service, Virginia Department of Public Welfare, 1941-; Assistant Commissioner, Virginia Department of Public Welfare, 1943-.

#### Nominative District 7

**Norma Philbrick**, Wilmington, Del.

Philadelphia Chapter: Personal Standards Committee; Chairman, Recruiting Committee; Executive Committee. Delaware Chapter: Membership Committee, 1940-41; Chairman, Personnel Standards Committee, 1941-42; Member, 1942; Committee on Council of Social Agencies, 1942. Vice President, 1943; Recruiting Committee, 1943.

B.A., Vassar College, 1925; New York School of Social Work, 1927; M.S.W., Pennsylvania School of Social Work, 1939.

Case worker, Children's Aid Society of Philadelphia, 1927-35, Supervisor Reception Department, 1935-39; County Supervisor, State Supervisor Child Welfare Services, State Board of Welfare, Delaware, 1939-.

**Mildred Sweet**, Towanda, Pa.

Certificate Pennsylvania School of Social Work, 1930; County Secretary, Children's Aid Society, Towanda, Pa., 1930-37; Executive Director, Bradford County Board of Public Assistance, 1937 to present.